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ABSTRACT

Projects funded by the Office of Research and Development (ORD) of the Employment and Training Administration are summarized in this document. It includes all projects active on September 30, 1979, and all those completed between July 1, 1976, and September 30, 1979. In addition, it lists reports and other significant publications funded by ORD which were received during the previous two fiscal years. The projects and publications presented in chapters 1 through 4 are grouped by subject matter. The four subject areas and subareas are Program Planning and Administration (Comprehensive Employment and Training Act Agency Planning, Labor Market and Other Information Systems, Agency Capabilities, and Research and Development): Programs and Techniques (Education, Public Employment Programs, Supported Employment, Training and Apprenticeship, Upgrading and Job Restructuring, Welfare Programs, Worker Assessment and Orientation, Other Supportive Services for Workers, and Program for Other Unemployed): Labor Market (Labor Force, Labor Market, Labor Demand--General: Labor Force, Labor Market--Specific Sectors and Cohorts: Employer Practices: and Work Attitudes): Economic and Social Policies. Institutional, doctoral dissertation, and small research project grants are listed separately in chapter 5. Projects supervised by the Department of Labor's Bureau of International Labor Affairs are presented in chapter 6. (LRA)

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Research and Development Projects

ED185373

U.S. Department of Labor
Ray Marshall, Secretary

Employment and Training Administration
Ernest G. Green
Assistant Secretary for Employment and Training

1979 Edition

[redacted]

CE 024 949

2/3

U S DEPARTMENT OF HEALTH, EDUCATION & WELFARE
NATIONAL INSTITUTE OF EDUCATION

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INTRODUCTION

The ninth annual edition of *Research and Development Projects* [1] summarizes the projects funded by the Office of Research and Development (ORD) of the Employment and Training Administration. It includes all projects active on September 30, 1979, and all those completed between July 1, 1976 and September 30, 1979. Summaries are provided only for those projects which were still in progress on September 30, 1979, and for those which were completed between October 1, 1978, and September 30, 1979. In addition, it lists reports and other significant publications funded by ORD which were received during the previous 2 fiscal years.

The book is published under the authority of the Comprehensive Employment and Training Act (CETA) of 1973, as amended. Under CETA, program funds are distributed to "prime sponsors," primarily local governments or States acting for less populous jurisdictions, to plan and administer programs tailored to the specific needs and circumstances of their own unemployed and underemployed residents. Among the activities specified in CETA are the responsibilities, assigned to the Federal Government, to conduct "a comprehensive program of manpower research" and "a program of experimental, developmental, demonstration, and pilot projects... for the purpose of improving techniques and demonstrating the effectiveness of specialized methods in meeting the manpower, employment, and training problems."

The Office of Research and Development intends to make the contents of this book as accessible as possible. Accordingly, the book includes a set of "descriptors" with each entry. These are indexing terms, whose purpose is to give the reader a quick summary of the subjects about which information may be found in the project or publication. The descriptors are also used to construct the subject matter index.

The projects and publications presented in chapters 1 through 4 are grouped by subject matter. However, institutional, doctoral dissertation, and small research project grants are listed separately in chapter 5. This arrangement underlines the fact that they represent a separate special program whose major focus is on developing knowledge among researchers and academicians, encouraging academic institutions to provide training for program staffs, and strengthening the research community from which the Employment and Training Administration draws information for policy planning. Projects supervised by the Department of Labor's Bureau of International Labor Affairs are shown in chapter 6.

Comments from readers and suggestions for improvements will be welcome; they should be addressed to the Employment and Training Administration, Office of Research and Development, Washington, D.C. 20213.

For persons who are interested in submitting proposals for research and development projects, the appendix contains guidelines for submission of proposals (no application form is needed) and the statutory language that outlines the goals and the functions of the research and development program. Those who wish to submit proposals are urged to study the appendix thoroughly before doing so.

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[1] Formerly *Manpower Research and Development Projects.* On Nov. 12, 1975, the Secretary of Labor changed the Manpower Administration's agency designation to the Employment and Training Administration. Program activities and responsibilities were not affected by the change.

SOURCES OF REPORTS ON RESEARCH AND DEVELOPMENT PROJECTS

PLEASE READ CAREFULLY TO AVOID UNNECESSARY DELAYS IN OBTAINING REPORTS

This book lists projects completed during the period July 1976 through September 1979. The supply of reports on these projects permits free distribution through the Employment and Training Administration only on a very limited basis. Accordingly, arrangements have been made for sale of the reports through two federally operated information storage and retrieval systems. The key to the abbreviations used in this volume and instructions for obtaining copies of the publications are as follows:

NTIS—National Technical Information Service. Copies are available in paper or in microfiche. Query NTIS directly for ordering information. National Technical Information Service, Operations Division, Springfield, Va. 22151. Telephone: 703/557-4650.

GPO—Government Printing Office. Inquire directly for price. Send order with required remittance to Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.

ETA—Employment and Training Administration. Single copies free upon request to U.S. Department of Labor, Employment and Training Administration, Office of Research and Development, Washington, D.C. 20213, as long as they are available.

ERIC—Educational Resource Information Center. Copies are available in paper or in microfiche. Address requests directly to ERIC Document Reproduction Service (EDRS), Post Office Box 190, Arlington, Va. 22210. Telephone: 703/841-1212.

Other sources are indicated for a few publications. Order from the specified source or, for books, from bookstores.

Libraries of all major universities and colleges throughout the United States now have copies of "Guides to The National Longitudinal Surveys of Labor Force Behavior and Work Attitudes." The guides provide a detailed introduction to the mass of data produced by the National Longitudinal Survey directed by Professor Herbert S. Parnes of the Center for Human Resource Research of The Ohio State University. The guides are designed for the use of scholars and researchers and contain explanations of the methodology and content of the data tapes, alphabetic indexes to all of the variables available on tapes, copies of all survey questionnaires, and information needed for ordering the tapes. Scholars interested in using the NLS data should get in touch with their institution's libraries.

CONTENTS

Page

Introduction ... iii
Sources of Reports on Research and Development Projects ... v

1. Program Planning and Administration ... 1
   - A. Comprehensive Employment & Training Act Agency Planning ... 1
   - B. Labor Market and Other Information Systems ... 4
   - C. Agency Capabilities ... 8
   - D. Research and Development, Evaluation, and Planning ... 15

2. Programs and Techniques ... 19
   - A. Education ... 19
   - B. Public Employment Programs ... 24
   - C. Supported Employment ... 27
   - D. Training and Apprenticeship ... 28
   - E. Upgrading and Job Restructuring ... 32
   - F. Welfare Recipient Programs ... 37
   - G. Worker Assessment & Orientation ... 46
   - H. Other Supportive Services for Workers/Trainees ... 47
   - I. Programs for Other Unemployed ... 50

3. The Labor Market ... 55
   - A. Labor Force, Labor Market, Labor Demand—General ... 55
   - B. Labor Force, Labor Market—Specific Sectors and Cohorts ... 72
   - C. Employer Practices ... 94
   - D. Worker Attitudes ... 101

4. Economic and Social Policies ... 103

5. Institutional, Dissertations, and Small-Grant Research Projects ... 115
   - A. Institutional Grants ... 117
   - B. Doctoral Dissertation Grants ... 121
   - C. Small-Grant Research Projects ... 177

6. Foreign Trade and U.S. Investment Abroad ... 195

Appendixes

- A. Guidelines for Submission of Research and Development Proposals ... 215
  - Contracts and Grants under CETA ... 215
  - Doctoral Dissertation Grants ... 221
- B. Conditions for Doctoral Dissertation Grants ... 225

Indexes

- A. Index of Contract and Grant Numbers ... 233
- B. Index of Contractor and Grantee Organizations ... 237
- C. Index of Individuals Associated with Contracts and Grants ... 241
- D. Index of Research Subjects ... 249

1. PROGRAM PLANNING AND ADMINISTRATION

1A. COMPREHENSIVE EMPLOYMENT & TRAINING ACT AGENCY PLANNING

1-001 Assessment of the Comprehensive Employment and Training Act

NATIONAL ACADEMY OF SCIENCES
WASHINGTON, D.C.

Grant 21-11-77-07
Project completed fiscal year 1978

THE COMPREHENSIVE EMPLOYMENT AND TRAINING ACT: THE EARLY YEARS

William Mirengoff and Lester Rindler
March 1978

Report Descriptors: CETA PROGRAMS; PRIME SPONSORS (CETA); ASSESSMENT AND EVALUATION
National Academy of Sciences, 2101 Constitution Avenue, N.W., Washington, D.C. 20418.

CETA: MANPOWER PROGRAMS UNDER LOCAL CONTROL
December 1978

NTIS PB290167/AS

1-002 Feasibility Study to Develop a Model for Furthering the Involvement of Private Industry with CETA Sponsors, Especially in Training

INDUSTRIAL RESEARCH UNIT, THE WHARTON SCHOOL, UNIVERSITY OF PENNSYLVANIA
PHILADELPHIA, PA.

Grant 21-42-77-02
Project completed fiscal year 1977

Dr. Herbert R. Northrup, Richard L. Rowan, Bernard E. Anderson, and John E. Welsh
July 1977

Report Descriptors: EMPLOYABILITY DEVELOPMENT TEAMS; CETA PROGRAMS; OCCUPATIONAL TRAINING; VOCATIONAL TRAINING; TRAINING EFFECTIVENESS AND IMPACT; PRIVATE INDUSTRY; PENNSYLVANIA, PHILADELPHIA

NTIS PB270570/AS

1-003 The Introduction of CETA in Boston and Eastern Massachusetts

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.
AND
NORTHEASTERN UNIVERSITY
BOSTON, MASS.

Grants 21-25-74-33 and 42-25-74-08
Project completed fiscal year 1977

THE IMPLEMENTATION OF CETA IN BOSTON, 1974-1977

Dr. Irwin L. Herrnstadt, Dr. Morris A. Horowitz, and Marlene B. Seltzer
July 1977

Report Descriptors: ASSESSMENT AND EVALUATION; MONITORING OF CETA PROGRAMS; PRIME SPONSORS (CETA); PRIME SPONSORS' PLANNING COUNCILS; EMPLOYMENT AND TRAINING PROGRAM MANAGEMENT; MASSACHUSETTS

NTIS PB270402/AS
ETA R&D MONOGRAPH NO. 57

CETA IN EASTERN MASSACHUSETTS

Thomas A. Barocci And Charles A. Myers
August 1977

Report Descriptors: ASSESSMENT AND EVALUATION; MONITORING OF CETA PROGRAMS; PRIME SPONSORS (CETA); PRIME SPONSORS' PLANNING COUNCILS; EMPLOYMENT AND TRAINING PROGRAM MANAGEMENT

NTIS PB271308/AS

1-004 Involving Private Employers in CETA Programs: A Case Study

THE CONFERENCE BOARD
NEW YORK, N.Y.

Leonard A. Lecht

Grant 21-36-77-08
Project completed fiscal year 1979

Descriptors: CETA PROGRAMS; PRIVATE INDUSTRY; PRIME SPONSORS (CETA)

The grantee conducted intensive case studies of nine (CETA) prime sponsors with records of successful cooperation with business firms. Data were also collected from approximately 50 firms in the areas served by these prime sponsors, as well as from regional and national ETA officials.

The findings support the view that the strategies prime sponsors use to link CETA to the business community make a difference in the extent of private employer participation in program planning and the hiring and training of participants. The study report comments on the need for prime sponsors to strengthen links with private employers and develop strong and effective coordination with local economic development efforts, as well as the need to review contractual procedures and reduce red tape. It also notes that prime sponsors have a broad range of options in deciding how to promote employer participation in CETA programs.

Leonard A. Lecht and Marc A. Matland
June 1979

NTIS PB297720/AS
ETA MONOGRAPH FORTHCOMING

***Ongoing project—final report not yet available.**

1-005* MULTIPROJECT DEMONSTRATION OF MANPOWER DEVELOPMENT

NORTH CAROLINA MANPOWER DEVELOPMENT CORPORATION
CHAPEL HILL, N.C.

George B. Autry

Contract 82-37-71-47
Project still in progress

Descriptors: STATE EMPLOYMENT AND TRAINING SERVICES COUNCIL (CETA); DECATEGORIZATION; REVENUE SHARING; EMPLOYMENT SERVICE STAFF; SERVICE DELIVERY SYSTEMS; COOPERATIVE AREA MANPOWER PLANNING SYSTEM (CAMPS); NORTH CAROLINA

This project is developing and assessing the means by which a State can improve its planning and delivery of employment and training services. Activities focus primarily on: (1) The planning process and problems encountered in operating CETA programs and (2) the potential of a model as a monitoring and research assistance tool for the region. Working with North Carolina's State planning officials and the staffs of the employment service, the U.S. Department of Labor, region IV, and selected local jurisdictions, North Carolina Manpower Development Corporation (NCMDC) is providing both local and regional assistance and feedback to State and local agencies and to regional and national Employment and Training Administration offices. Additionally, NCMDC is preparing detailed case studies of the processes utilized by local jurisdictions in shifting from categorical programing to locally planned comprehensive programs.

ALLOCATING MANPOWER FUNDS WITHIN A STATE

May 1973

Report Descriptors: REVENUE SHARING; STATE EMPLOYMENT AND TRAINING SERVICES COUNCIL (CETA); SERVICE DELIVERY SYSTEMS; DECATEGORIZATION; NORTH CAROLINA

STATE AND LOCAL MANPOWER PLANNING UNDER ADMINISTRATIVE REVENUE SHARING

June 1974

Report Descriptors: COOPERATIVE AREA MANPOWER PLANNING SYSTEM (CAMPS); DECATEGORIZATION; SERVICE DELIVERY SYSTEMS; REVENUE SHARING
ETA

CETA PRIME SPONSORSHIP IN NORTH CAROLINA

March 1974

Report Descriptors: CATEGORICAL EMPLOYMENT AND TRAINING PROGRAMS; PRIME SPONSORS (CETA); PRIME SPONSORS' PLANNING COUNCILS; LABOR SUPPLY PROJECTIONS; NORTH CAROLINA

FINAL REPORT ON THE EMERGENCY EMPLOYMENT ACT OF 1971

November 1972

Report Descriptors: PUBLIC EMPLOYMENT PROGRAMS; EMERGENCY EMPLOYMENT ACT (1971)

AN OVERVIEW OF THE MANAGEMENT AWARENESS PROGRAM

August 1973

Report Descriptors: COMPREHENSIVE EMPLOYMENT AND TRAINING PLANNING; EMPLOYMENT AND TRAINING PROGRAM MANAGEMENT; EMPLOYMENT SERVICE STAFF; SERVICE DELIVERY SYSTEMS; CATEGORICAL EMPLOYMENT AND TRAINING PROGRAMS

NTIS PB222916/AS
ERIC ed 079612.

MANAGEMENT AWARENESS PROGRAM INSTRUCTOR'S MANUAL

September 1973

Report Descriptors: ATTITUDES; INSTRUCTORS; MANAGEMENT TRAINING; WORKER UTILIZATION; MOTIVATION; BLACKS; PERSONNEL ADMINISTRATION; ENTRY-LEVEL EMPLOYEE PROBLEMS; SUPERVISION; INSTRUCTIONAL MATERIALS

NTIS PB223947/AS

CETA TITLE VI PROJECT DESCRIPTION REPORTS

June 1977

Report Descriptors: CETA PROGRAMS; CETA SERVICES AND PLANNING; PUBLIC EMPLOYMENT PROGRAMS; EMPLOYMENT AND TRAINING PROGRAM SERVICES AND TECHNIQUES

NTIS PB268561/AS
Also available from: Office of Community Employment Programs, 601 D St., N.W., Rm. 5328, Washington, D.C. 20213.

THE UTILIZATION AND EFFECTIVENESS OF CETA TITLE I SPECIAL GRANTS TO GOVERNORS

Edward Dement and George B. Autry
April 1977

Report Descriptors: STATE EMPLOYMENT AND TRAINING SERVICES COUNCIL (CETA); REVENUE SHARING; VOCATIONAL EDUCATION

NTIS PB268230/AS
ETA COPIES LIMITED

1-006* PLANNING AND IMPLEMENTATION OF PSE TITLE VI EXPANSION PROJECTS

MDC, INC.
CHAPEL HILL, N.C.

George B. Autry and R. C. Smith

Contract 21-37-77-38
Project still in progress

Descriptors: CETA SERVICES AND PLANNING; COMPREHENSIVE EMPLOYMENT AND TRAINING PLANNING; PRIME SPONSORS (CETA)

Under the Emergency Jobs Program Extension Act of 1976, CETA prime sponsors were required to develop public service employment projects utilizing low-income, long-term unemployed workers and AFDC recipients. The primary objective of this study is to identify structural and operational problems encountered in program design and implementation, as well as to provide information needed to refine procedural and operational guidelines. Specifically, the study is assessing: (1) The experiences of prime sponsors in expanding title VI programs, with emphasis upon factors influencing their response in a new national program initiative; (2) the extent to which the fiscal 1977 expansion met national policy objectives; and (3) the extent to which selected exemplary projects met their dual objectives of creating jobs and supplying needed community services.

1-007* A Study of Innovative Approaches to Rural Job Creation

CSR, INC.
ARLINGTON, VA.

Lee Bruno

Contract 20-51-79-12
Project still in progress

Descriptors: COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA); RURAL AREAS; JOB CREATION; ECONOMIC DEVELOPMENT; JOB DEVELOPMENT; JOB PLACEMENT; MODELS

This project is studying examples of how CETA programs operating in rural areas have cooperated with economic development efforts to create self-sustaining jobs that contribute to durable local economic growth. It is based on the idea that CETA programing may have to be adapted to meet the special needs and limitations of rural areas.

The project is attempting to learn whether links with local economic development activities enable CETA program operators to increase the impact of their training expenditures and the effectiveness of their job development and placement functions. If so, program participants may benefit by obtaining jobs that last beyond the training period and contribute to the local economic base.

The project is undertaking an extensive literature review and syntheses, concentrating on processes that generate rural employment and factors that affect the relationship between job creation and economic development.

Based on the literature and on objective criteria, the project will select 20 local programs for indepth case studies to gather information on such topics as how local program operators invested training money together with economic development funds, program design and goals, the problems encountered, and how they were solved.

The final report of the study will be a monograph providing models of alternative rural job creation strategies that will be made available to rural CETA program operators. The objective of the study is to discover ways for rural employment planners to identify and fully exploit rural job creation and economic development possibilities within their jurisdictions.

1-008 The Transition to CETA in Ohio: An Analysis of Implementation (Phase I), Maximizing CETA Goal Achievement Through Prime Sponsor Management Systems (Phase II), and Areawide Planning in CETA (Phase III)

THE OHIO STATE UNIVERSITY
COLUMBUS, OHIO

Dr. Randall Ripley, Chairman, Department of Political Science

Grant 21-39-75-10
Project completed fiscal year 1979

Descriptors: ASSESSMENT AND EVALUATION; MONITORING OF CETA PROGRAMS; PRIME SPONSORS (CETA); PRIME SPONSORS' PLANNING COUNCILS; EMPLOYMENT AND TRAINING PROGRAM MANAGEMENT; OHIO

Conclusions from this study are based on extensive fieldwork in 32 prime sponsorships and aggregate data on all prime sponsorships. The broadest conclusion is that CETA program performance at the local level is not highly constrained. Local decisionmakers, particularly local professional staff members, have a great deal of latitude in choosing different options as they design delivery systems and a great deal of influence in determining who gets served and how well the programs perform.

Unemployment, the history of pre-CETA programs, demographic composition of the community, the nature of participants served, and the activities of Department of Labor (DOL) regional offices were all found to be only very weak constraints on program choices and performance.

Program performance is, however, significantly affected by factors over which local managers have considerable control: Program mix; programmatic priorities; and management decisions and followthrough in the areas of staff quality, data collection and use, monitoring and evaluation of programs, degree of subcontracting for service delivery, use of requests for proposals for subcontracting, open decisionmaking centered in the advisory council, and conflict management strategies.

A number of specific recommendations based on the findings and observations of the study, and relevant both to DOL and prime sponsors, are made.

The final phase of the project focused on different forms of areawide planning for local labor markets as a critical feature of comprehensive planning and program operation by prime sponsors. The report outlines the findings and results of an intensive study of 12 prime sponsorships and describes how they approach and resolve problems with comprehensive planning. The investigators developed three models of planning based on the fieldwork. The report contains several exemplary ap-

***Ongoing project—final report not yet available.**

proaches to critical elements of planning and management.

THE IMPLEMENTATION OF CETA IN OHIO
September 1976

NTIS PB266369/AS
ETA R&D MONOGRAPH NO. 44

CETA PRIME SPONSOR MANAGEMENT DECISIONS AND PROGRAM GOAL ACHIEVEMENT
September 1976

NTIS PB266369/AS
ETA R&D MONOGRAPH NO. 56

AREAWIDE PLANNING IN CETA
February 1979

Report Descriptors: MANAGEMENT EFFECTIVENESS; PROGRAM DESIGN; PRIME SPONSORS (CETA)

NTIS PB293302/AS

1-009* VALIDATION OF PRIME SPONSORS' GRANT AGREEMENT NARRATIVES AND BASE DATA USED

ASSOCIATE CONSULTANTS, INC.
WASHINGTON, D.C.

Lawrence Landry

Contract 20-11-79-59
Project still in progress

Descriptors: PRIME SPONSORS (CETA); COMPREHENSIVE EMPLOYMENT AND TRAINING PLANNING

The project is determining the nature and validity of the data used by prime sponsors in the narrative portion of their grant applications for CETA funds. Information about needs, resources, and objectives is being collected from 15 prime sponsors and compared.

1B. LABOR MARKET AND OTHER INFORMATION SYSTEMS

1-010* COMMITTEE ON OCCUPATIONAL CLASSIFICATION AND ANALYSIS

NATIONAL ACADEMY OF SCIENCES
WASHINGTON, D.C.

Dr. Donald J. Treiman

Grant 21-11-77-35
Project still in progress

Descriptors: OCCUPATIONAL CLASSIFICATION; JOB ANALYSIS; EMPLOYMENT SERVICE MANAGEMENT; PUBLIC EMPLOYMENT SERVICE; OCCUPATIONAL INFORMATION; JOB MATCHING; LABOR MARKET INFORMATION

The grantee will assemble a 12-member interdisciplinary committee of experts and supporting staff who will be responsible for a major independent assessment of the long-range need for and utility of the *Dictionary of Occupational Titles* and other activities of the Occupational Analysis (OA) Program of the public employment service. The committee will issue papers, conduct an extensive user survey, conduct site visits to the OA Field Centers, and develop recommendations concerning the future role and operational implementation of the Occupational Analysis Program, including a description of needed products and alternative cost effective means for their development.

1-011 DEMONSTRATING, VALIDATING, AND REFINING A SYSTEMATIC METHOD BY MEANS OF WHICH THE LABOR EXCHANGE ROLE OF THE FEDERAL-STATE EMPLOYMENT SERVICE CAN BE COMPARED TO THE LABOR EXCHANGE ROLE OF CLASSIFIED HELP WANTED ADS

OLYMPUS RESEARCH CORPORATION
WASHINGTON, D.C.

Grant 21-11-74-28
Project completed fiscal year 1977

THE COMPARATIVE LABOR MARKET ROLE OF NEWSPAPER HELP WANTED ADS AND PUBLIC EMPLOYMENT SERVICE JOB LISTINGS
Miriam Johnson and Marged S. Sugarman
January 1977

Report Descriptors: LABOR MARKET INFORMATION; LABOR MARKET BEHAVIOR; NEWSPAPER ADVERTISEMENTS; PUBLIC EMPLOYMENT SERVICE; JOB LISTING

NTIS PB270406/AS

THE PUBLIC EMPLOYMENT SERVICE AND HELP WANTED ADS: A BIFOCAL VIEW OF THE LABOR MARKET
June 1978
ETA R&D MONOGRAPH NO. 59
GPO

1-012 DEMONSTRATION PROGRAM ON THE CAREER INFORMATION SYSTEM

AMERICAN PERSONNEL AND GUIDANCE ASSOCIATION
WASHINGTON, D.C.

Contract 21-11-76-08
Project completed fiscal year 1978

1-013* DEMONSTRATION PROJECT FOR WORK ON A SCIENCE AND ENGINEERING NEWSLETTER FOR BLACK STUDENTS IN GRADES 4 THROUGH 8

NATIONAL CONSORTIUM FOR BLACK PROFESSIONAL DEVELOPMENT
LOUISVILLE, KY.

Dr. Hanford D. Stafford

Grant 21-21-78-27
Project still in progress

Descriptors: YOUTH; SCIENTISTS; ENGINEERS; STUDENTS; LABOR MARKET INFORMATION; CAREER EXPLORATION

The objective of this project is to improve the *Quarterly Science and Engineering Newsletter*, a publication for black students in grades 4 through 8. The purpose of the *Newsletter* is to interest minority youth in the sciences and engineering. The project aims at increasing circulation to school districts enrolling large numbers of black elementary and junior [illegible] school youth. It is working to improve the *Newsletter* by adding material to familiarize black students with careers in the sciences, provide role models for the youth, encourage their curiosity, and establish an "open line" of contact with them.

1-014 DETERMINING THE MANAGEMENT INFORMATION NEEDS OF THE U.S. EMPLOYMENT SERVICE

MACRO SYSTEMS, INC.
SILVER SPRING, MD.

Contract 20-24-76-69
Project completed fiscal year 1978

VOL. I. ASSESSMENT AND FINDINGS—FINAL REPORT

John M. Greco, Macro Systems, Inc. and Dr. Charles K. Fairchild, Abt Associates, Inc.
April 1978

Report Descriptors: PUBLIC EMPLOYMENT SERVICE; EMPLOYMENT SERVICE MANAGEMENT; INFORMATION SYSTEMS

NTIS PB285176/AS

VOL. II: APPENDICES
April 1978

1-015* THE DEVELOPMENT AND ASSESSMENT OF AN EXPERIMENTAL FULL-TIME EMPLOYMENT SERVICE FOR AGRICULTURAL ECONOMISTS

AMERICAN AGRICULTURAL ECONOMICS ASSOCIATION
LEXINGTON, KY.

Dr. Loys L. Mather, Department of Agricultural Economics, University of Kentucky

Grant 21-21-73-42
Project still in progress

Descriptors: AGRICULTURAL ECONOMISTS; JOB MATCHING; COMPUTER SYSTEMS

The project is trying to improve access to the job market for agricultural economists and employers. To do so it is providing potential employers with profiles that show the characteristics and specialties of individuals selected from the entire membership of the American Agricultural Economics Association. Through a computerized job matching system, agricultural economists, both new entrants and those with experience, will be exposed to a much larger job market than was previously available to them.

The project, a joint venture of the American Agricultural Economics Association (AAEA) and the Illinois Bureau of Employment Security, was divided into three phases—development, implementation, and operation and assessment. The initial phase, involved development, testing, and implementation of computer programs necessary for a job matching employment service. Agricultural economists and employers of agricultural economists were informed of the nature of the new service, which is to include profiles of all members of the AAEA. The model, now in operation, provides information on the characteristics of all applicants and job-matching services. It is being operated by the Illinois Bureau of Employment Security (IBES). Efforts will be made to calculate operating costs per placement and analyze the ability of the system to serve fully employers and agricultural economists.

1-016 DEVELOPMENT OF A MODEL SYSTEM OF MANPOWER AND ECONOMIC INDICATORS AND FORECASTS FOR URBAN LABOR MARKET AREAS

MAYOR'S COUNCIL OF MANPOWER AND ECONOMIC ADVISORS
CHICAGO, ILL.

Grant 21-17-73-48
Project completed fiscal year 1978

Samuel C. Bernstein
July 1977

Report Descriptors: ECONOMIC FORECASTING; ECONOMIC INDICATORS; LABOR SUPPLY PROJECTIONS; MODELS; URBAN AREAS

NTIS PB284217/AS

1-017 THE DEVELOPMENT OF A REGIONAL COMPUTER-BASED MANAGEMENT INFORMATION SYSTEM

REGION IX, EMPLOYMENT AND TRAINING ADMINISTRATION, U.S. DEPARTMENT OF LABOR
SAN FRANCISCO, CALIF.

***Ongoing project—final report not yet available.**

AND
LAWRENCE BERKELEY LABORATORY
BERKELEY, CALIF.

Agreement 20-06-75-08
Project completed fiscal year 1977

AN INVESTIGATION INTO THE COMPUTERIZED DATA BASES OF THE EMPLOYMENT AND TRAINING ADMINISTRATION

Walter Postle and Bradford Heckman
January 1977

Report Descriptors: INFORMATION SYSTEMS; LABOR MARKET INFORMATION; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; CALIFORNIA; ARIZONA; HAWAII; NEVADA

NTIS LBL6122/U

1-018* EXPERIMENTAL RESEARCH DESIGN, ASSESSMENT, AND FOLLOWUP ON THE LABOR MARKET INFORMATION AND JOB SEARCH SKILLS PROGRAM

TEMPLE UNIVERSITY
PHILADELPHIA, PA.

Dr. Richard D. Leone

Grant 21-42-79-07
Project still in progress

Descriptors: YOUTH; MINORITIES; LABOR MARKET INFORMATION; COUNSELING AND GUIDANCE; EDUCATION; TRANSITION FROM SCHOOL TO WORK

The Center for Labor and Human Resource Studies at Temple University is providing technical assistance and advice to the Labor Market Information and Job Search Skills Program (contract 20-42-78-53).

The center has major responsibilities for research methodology and design, design and development of questionnaires, and statistical analysis and interpretation. The research will include such tasks as constructing hypotheses, identifying data elements and appropriate statistical techniques, and developing appropriate instruments. The objective is to develop a coherent and internally consistent method of assessing the effectiveness of the demonstration program and thus its short- and long-term implications for employment and training policy.

1-019* JOB SEARCH ASSISTANCE AND ITS IMACT ON YOUTH JOBLESSNESS

THE URBAN INSTITUTE
WASHINGTON, D.C.

Miriam Johnson and John J. Mitchell

Grant 21-11-79-20
Project still in progress

Descriptors: JOB SEARCH TECHNIQUES; JOB SEARCH TRAINING; PUBLIC EMPLOYMENT SERVICE; COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA); WORK INCENTIVE (WIN) PROGRAM; YOUTH PROGRAMS

This study will investigate the extent, variety, and relative effectiveness of self-help job search programs in the public employment service, CETA, the Work Incentive (WIN) Program, and youth projects. From the knowledge gained, the investigators will devise a research-oriented demonstration of the most effective models for young jobseekers, who will participate as volunteers, without stipends. The purpose of the demonstration will be to compare its effectiveness with that of customary placement processes; to test the feasibility of introducing such a program in local delivery systems; and to obtain information about the jobseeking behavior of different youth populations. Research methods will include literature review, interviews, site visits, and data collection and analysis. In addition, the researchers will prepare materials to assist those implementing or improving job search programs for both adults and youth.

1-020* LABOR MARKET INFORMATION AND JOB SEARCH SKILLS PROGRAM

UNIVERSAL SYSTEMS DEVELOPMENT, INC.
PHILADELPHIA, PA.

Dr. Robert Holden

Contract 20-42-78-53
Project still in progress

Descriptors: YOUTH; LABOR MARKET INFORMATION; COUNSELING AND GUIDANCE; EDUCATION; TRANSITION FROM SCHOOL TO WORK; MINORITIES; PENNSYLVANIA, PHILADELPHIA

This project has developed an in-school program providing labor market information and instruction in job search skills to minority youth in an inner-city high school. The project is testing the hypothesis that supplying adequate labor market information to high school students will help them adjust to the labor market. Many analysts believe that one reason for teenagers' floundering in the labor market and consequent high rates of unemployment is that reliable labor market information is not available to them before high school graduation. This lack is especially serious for young people who do not go to college, minority group members, and disadvantaged youth.

During the initial phase, the researcher developed a specific plan for the demonstration program, consisting of a world of work curriculum, an analysis design, testing procedures, and measurements of outcomes. The project is now in operation. Its design includes experimental and control groups with similar socioeconomic and demographic characteristics. Each group consists of approximately 175 minority students in the 11th grade at a specific school. The control group members receive only those services routinely offered at their school. The researcher plans to check on members of both groups for at least 2 years after they leave the project to find out whether the youth who receive project services have more successful labor market experiences than do those in the control group.

1-021* A METROPOLITAN AREA ECONOMETRIC MODEL TO ESTIMATE EMPLOYMENT BY INDUSTRY AND OCCUPATION AND TO MEASURE LOCAL IMPACTS OF PUBLIC PROGRAMS

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Dr. Eli Ginzberg and Dr. Matthew P. Drennan

Grant 21-36-77-17
Project still in progress

Descriptors: LABOR FORCE PARTICIPATION; EMPLOYMENT; UNEMPLOYMENT; OCCUPATIONS; ECONOMIC ANALYSIS AND ECONOMETRICS; NEW YORK, NEW YORK

This study focuses on the development of a general econometric model linking the metropolitan economy to the national economy to facilitate the forecasting of economic activities of small areas, i.e., metropolitan areas and labor markets. Work thus far has been concentrated on developing models for the New York standard consolidated area (SCA) and the Baltimore standard metropolitan statistical area (SMSA).

The data file includes annual series, mostly for 1958 through 1976, and separate data series for the United States, the New York-New Jersey standard consolidated area, New York City, the part of the SCA outside of New York City, and the Baltimore standard metropolitan statistical area. The data base also includes time series data on the U.S. gross national product (GNP) and components, the GNP implicit price deflator and components, the national and regional consumer price indexes, some industry wholesale price indexes, interest rates, financial sector variables, measures of construction activity, and population.

The critical core of the data base consists of detailed industry employment and income figures. For New York City and its SCA, there are 54 industry employment series and for Baltimore, 30 series. The data base also includes national income and employment information for the corresponding 54 industries.

1-022* MONOGRAPH ON OCCUPATIONAL FORECASTING

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Dr. Harvey Goldstein and Dr. Robert Cohen

Grant 21-36-79-26
Project still in progress

Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; ECONOMIC FORECASTING; LABOR SUPPLY PROJECTIONS; LABOR MARKET INFORMATION

The primary purpose of this monograph is to provide information about the advantages and limitations of alternative approaches to generating occupational forecasts for State and local labor market areas. The researchers will review five econometric forecasting models and compare the relative costs, benefits, and limitations of constructing, updating, and maintaining them. They will also examine the pros and cons of employing different types of econometric models versus using noneconometric information techniques, supplemented by assistance from local labor market experts. This monograph is expected to be an informational resource that can help those directly responsible for forecasts of future local labor market conditions make more informed decisions about improving the quality of their forecasts.

1-023 PREPARATION OF A BOOKLET TO AID LEADERS OF COMMUNITIES FACING MAJOR LAYOFFS AND PLANT SHUTDOWNS

MANPOWER AND EDUCATION RESEARCH ASSOCIATES
ARLINGTON, VA.

Sol Swerdloff

Contract 20-51-79-20
Project completed fiscal year 1979

Descriptors: EMPLOYMENT; TRAINING; LAYOFFS; PUBLIC EMPLOYMENT SERVICE; ECONOMIC DEVELOPMENT; WORKERS' COMPENSATION

The booklet produced under this project provides convenient checklists of actions to be considered by leaders of communities facing mass layoffs or plant shutdowns. Among the actions listed are advance contingency planning and short- and long-term actions to maintain or replace part or all of the workers' income, reemploy laid off workers, give them training or retraining, and rebuild the economic base of the community. The document lists the sources of information and assistance needed to carry out these actions.

The booklet contains separate checklists of actions for mayors, county commissioners, city or county managers, and other chief elected or appointed officials; officials of the plants or facilities closing down or having major layoffs; officials of unions representing workers in these plants; and managers of local employment service offices.

A GUIDE FOR COMMUNITY LEADERS FACING MAJOR LAYOFFS OR PLANT SHUTDOWNS: ACTION CHECKLIST FOR COMMUNITY LEADERS
November 1979
ETA

***Ongoing project—final report not yet available.**

1-024* Project STEP: Development and Testing of an In-School Preparation and Information Program Model for Hispanic Youth

THE UNIVERSITY OF ARIZONA
TUCSON, ARIZ.

Dr. John Chilcott

Grant 21-04-79-29
Project still in progress

Descriptors: MEXICAN AMERICANS; YOUTH; TRANSITION FROM SCHOOL TO WORK; LABOR MARKET INFORMATION

Project STEP (Skill Training for Employment Preparation) will develop and test a specialized curriculum and instructional program designed to improve the job search and employment experiences of targeted Hispanic American youth. The project will build on the findings of a recently completed developmental grant study (grant 21-04-77-31).

The project will involve experimental and control groups of Mexican American seniors at two Arizona high schools. It will give youth in the experimental group intensive labor market information, career guidance, and training to enhance their personal growth and world-of-work skills and develop tools and resources to assess the results.

1C. AGENCY CAPABILITIES

1-025 Analyzing the Impact of Mandatory Registration on U.S. Employment Service Performance

CAMIL ASSOCIATES, INC.
PHILADELPHIA, PA.

David A. Miller

Contract 20-42-75-45
Project completed fiscal year 1979

Descriptors: PUBLIC EMPLOYMENT SERVICE; ASSESSMENT AND EVALUATION; UNEMPLOYMENT INSURANCE

The report of this study presents the findings and conclusions of State agency arrangements for and job services to persons required to be registered (mandatory registrants) with the employment service. It is based on a field survey of 54 local offices and associated satellite offices in 23 States during August through November 1976. The study is comprised of the following components: (1) A legal analysis of Federal and State mandatory registration requirements for unemployment insurance, food stamp, and public assistance claimants; (2) a management analysis of mandatory registration activities in the sampled offices; (3) a review of approximately 6,600 work application outcomes of mandatory registrants; (4) telephone interviews with a sample of approximately 2,500 mandatory registrants; and (5) telephone interviews with approximately 700 employers (in 12 of the 23 sampled States) who had listed openings with the employment service during the study period.

SERVICES TO APPLICANTS REQUIRED TO BE REGISTERED WITH THE U.S. EMPLOYMENT SERVICE
February 1979
ETA

1-026* Assessing the Impact of the New Federal Regulations and Administrative Guidelines Governing the Provision of Services by the United States Employment Service

BOOZ, ALLEN AND HAMILTON, INC.
BETHESDA, MD.

Thomas L. Shaffer

Contract 20-24-79-37
Project still in progress

Descriptors: PUBLIC EMPLOYMENT SERVICE; PLANNING AND ADMINISTRATION

This study will examine the process of implementing new Federal regulations on the provision of basic services by the employment service, identify any problems, and propose actions to correct them. The contractor will conduct onsite and telephone interviews with a stratified random sample of employment service staff in 15 States before, during, and after implementation of the regulations. Findings from the interviews will be supplemented by information obtained from replies to a questionnaire sent to ES offices in all States after they implement the regulations.

1-027 An Assessment of the Reciprocal Contribution of Social Work Expertise and Manpower Programing

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Grant 92-34-70-16
Project completed fiscal year 1977

SOCIAL WORKERS AND MANPOWER PROGRAMS: AN EXPERIMENTAL APPROACH TO PROFESSIONAL TRAINING AND CURRICULUM DEVELOPMENT
Valerie Jorrin
January 1973

Report Descriptors: EXPERIMENTAL EMPLOYMENT AND TRAINING LABORATORIES; INSTRUCTIONAL MATERIALS

NTIS PB267543/AS

TEACHING MANPOWER: A COLLECTION OF COURSES
February 1976

Report Descriptors: EXPERIMENTAL EMPLOYMENT AND TRAINING LABORATORIES; INSTRUCTIONAL MATERIALS; VOCATIONAL GUIDANCE

NTIS PB267541/AS

1-028* COLUMBIA UNIVERSITY—HUMAN RESOURCES RESEARCH TRAINEESHIPS

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Dr. Anna B. Dutka

Grant 21-36-79-03
Project still in progress

Descriptors: PLANNING, RESEARCH, AND DEVELOPMENT; PRIME SPONSORS (CETA); TRAINING

This project provides 1-year human resource policy research traineeships to selected persons with bachelor's or advanced degrees and experience working with a CETA prime sponsor or a subcontractor such as a community-based organization. Participants gain research experience and training in designing and carrying out employment and training research projects and preparing project reports for publication. The program should help the researchers qualify for responsible positions in the research and policy development offices of Federal departments concerned with employment and training, as well as in similar activities of State and local governments, private corporations, and nonprofit institutions.

Each trainee works with one or more members of the grantee's staff on an employment and training research project. Seminars give trainees the opportunity to meet and interact with union officials, Federal, State, and local government officials, and human resource planners from private industry.

1-029* A DEMONSTRATION PROGRAM OF TRAINING, RESEARCH AND TECHNICAL ASSISTANCE FOR EMPLOYMENT AND TRAINING ADMINISTRATORS

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Dr. Peter B. Doeringer

Grant 21-25-79-24 (formerly 92-25-72-03)
Project still in progress

Descriptors: ECONOMICS COURSES; STAFF TRAINING; EMPLOYMENT AND TRAINING PROGRAM MANAGEMENT

This project will plan the 1980 Institute in Employment and Training Administration for Federal, State, and local administrators. The Institute has been revised to incorporate programmatic, instructional, operational, and other changes reflecting the experiences of faculty and staff in previous Institutes, as well as the assessments of past participants. Accordingly, the Institute now has five major training objectives:

1. To acquaint participants with an array of analytical and administrative concepts essential to the effective implementation of employment and training programs.
2. To provide participants with the analytical tools necessary to translate concepts into practice. The Institute's curriculum includes components devoted to management practice, information systems, forecasting, planning and evaluation, and statistics.
3. To examine the linkages between employment and training agencies and the related organizations with which employment and training professionals must deal, such as community-based organizations, private industry councils, unions, social welfare agencies, vocational education systems, and other government agencies.
4. To explore the political context within which employment and training programs must function and the implications of the political environment for the design of Federal involvement in the system.
5. To analyze concepts of labor market behavior, placing particular emphasis on the importance of applying these concepts to the design and administration of employment and training programs.

1-030 DEVELOPING A METHODOLOGY FOR DETERMINING EMPLOYMENT SERVICE PENETRATION RATE OF JOB MARKET

ABT ASSOCIATES, INC.
CAMBRIDGE, MASS.

Dr. David W. Stevens

Contract 20-25-77-25
Project completed fiscal year 1979

Descriptors: PUBLIC EMPLOYMENT SERVICE; EMPLOYMENT SERVICE MANAGEMENT; DATA SOURCES AND USE; LABOR MARKET INFORMATION

This project examined available national data on the composition of job openings and new hires in an attempt to estimate the proportion of such activity handled by the employment service (ES). After reviewing the literature on the subject, evaluating available data sources, and attempting to develop and test a methodology, the contractor concluded that available national data are inadequate to estimate the ES market share accurately. The most serious deficiency found was the lack of data for estimating a national new hire rate for the nonmanufacturing sectors of the economy. The report concluded that further effort to examine national data sources for use in estimating the ES market share is not likely to yield defensible results in the immediate future and suggested that the Employment Service Potential (ESP) approach (aggregating State-level data) offers substantially greater promise at this time.

AN EXAMINATION OF THE FEASIBILITY OF ESTIMATING THE NATIONAL PENETRATION RATE OF THE U.S. EMPLOYMENT SERVICE
February 1979

Report Descriptors: PUBLIC EMPLOYMENT SERVICE; LABOR MARKET INFORMATION; LABOR MARKET BEHAVIOR

NTIS PB295187/AS

***Ongoing project—final report not yet available.**

1-031* DEVELOPING IMPROVED METHODS FOR OBTAINING INFORMATION ON THE DISPOSITION OF ES REFERRALS TO JOB OPENINGS AND PLACEMENTS

MACRO SYSTEMS, INC.
SILVER SPRING, MD.

Knowlton R. Atterbeary

Contract 20-24-79-36
Project still in progress

Descriptors: PUBLIC EMPLOYMENT SERVICE; JOB PLACEMENT; PILOT STUDY; INFORMATION SYSTEMS

This study will examine existing procedures for obtaining followup information on employment service referrals and placements. The contractor will then conduct a pilot demonstration in two local offices to determine if a more cost-effective method of obtaining such information is feasible.

1-032 DEVELOPING PRODUCTIVITY MEASURES FOR THE U.S. EMPLOYMENT SERVICE

BOEING COMPUTER SERVICES, INC.
WASHINGTON, D.C.

Contract 20-11-75-50
Project completed fiscal year 1977

THE UNITED STATES EMPLOYMENT SERVICE: A CONCEPTUAL MODEL OF OUTPUTS, VALUES, AND ILLUSTRATIVE ESTIMATIONS

VOLUME I: FINAL REPORT

Neil S. Weiner, John H. Powel, and C. Michael Rahm
December 1976

Report Descriptors: PRODUCTIVITY; COSTS; PUBLIC EMPLOYMENT SERVICE

NTIS PB264502/AS

VOLUME II: APPENDICES
December 1976

NTIS PB264503/AS

1-033* DEVELOPMENT AND CONDUCT OF A SURVEY TO PROVIDE A FUNCTIONAL DESCRIPTION OF EMPLOYMENT SERVICE (ES) LOCAL OFFICES

WESTAT, INC.
ROCKVILLE, MD.

Ira Priesman

Contract 20-24-79-13
Project still in progress

Descriptors: PUBLIC EMPLOYMENT SERVICE; SERVICE DELIVERY SYSTEMS; PLANNING, RESEARCH, AND DEVELOPMENT

This contractor will plan and conduct a comprehensive survey of employment service (ES) local offices throughout the Nation to obtain comprehensive information on their current service delivery capabilities. The objective is to provide a data base that will improve ES planning, budgeting, and evaluation processes. During the first phase of the project, staff are testing data collection methods at 60 local offices in 5 or 6 States. In the second phase, they will conduct a full-scale survey of the remaining local offices.

1-034* DEVELOPMENT AND REVISION OF THE LOCAL ES OFFICE RELOCATION HANDBOOK

COMMUNITY RESOURCES GROUP
BOSTON, MASS.

Susan E. Philipson Bloom

Contract 20-25-77-32
Project still in progress

Descriptors: EMPLOYMENT SERVICE MANAGEMENT; HANDBOOKS

The *Location Handbook for Employment Service Local Offices* is being revised to incorporate procedures to serve the needs of unemployment insurance offices and to use a computer to perform much of the detailed clerical work. The content is also being updated to reflect experiences in State use.

The handbook provides step-by-step procedures by which census data may be used in urban and nonurban situations to maximize applicant convenience or increase the number of applicants in specific occupational groups.

1-035* DEVELOPMENT AND TESTING OF EMPLOYEE PRODUCTIVITY INCENTIVES FOR LOCAL OFFICES OF THE U.S. EMPLOYMENT SERVICE

THE URBAN INSTITUTE
WASHINGTON, D.C.

John M. Greiner

Grant 21-11-78-36
Project still in progress

Descriptors: PUBLIC EMPLOYMENT SERVICE; WORK INCENTIVES; JOB PERFORMANCE; PRODUCTIVITY; JOB PLACEMENT

The long term objective of this project is to develop, carry out, and evaluate employee productivity incentives in the local offices of two State employment services (ES) agencies.

The New Jersey and Kansas Job Service agencies have been working with the Urban Institute to develop, implement, and test whether the provision of monetary incentives for local employment service staff can serve as a cost effective management tool for enhancing the performance of local office personnel (without reducing overall employee job satisfaction). Local office performance will be assessed in terms of quality, quantity, and efficiency of the services provided (with emphasis on placement-related activities). The experimental incentive plans developed will focus on group rather than individual performance. The primary group will be the local office unit, whose performance will be assessed semi-annually against a performance target incentives formula. An incentives guidebook/manual will also be developed for potential use in other Job Service agencies.

See related projects 21-34-79-04, 21-20-79-06, and 21-11-76-19.

1-036 The Employment Service: An Institutional Analysis

THE URBAN INSTITUTE
WASHINGTON, D.C.

Grant 20-11-76-10
Project completed fiscal year 1977

Mark Lincoln Chadwin, John J. Mitchell, Erwin C. Hargrove, and Lawrence M. Mead
May 1977

Report Descriptors: PUBLIC EMPLOYMENT SERVICE; INSTITUTIONAL CHANGE; ORGANIZATIONAL ENVIRONMENT; STATE AND LOCAL GOVERNMENTS; ORGANIZATIONAL STRUCTURE

NTIS PB268363/AS
ETA R&D MONOGRAPH NO. 51

1-037* Exemplary Veterans Employment and Training Programs

DYNAMIC PROGRAMS, INC.
WASHINGTON, D.C.

James Evans

Contract 20-34-79-26
Project still in progress

Descriptors: VETERANS; PUBLIC EMPLOYMENT SERVICE; EMPLOYMENT AND TRAINING PROGRAM SERVICES AND TECHNIQUES; SERVICE DELIVERY SYSTEMS

This project will identify and analyze a select group of local Job Service programs for veterans that have used innovative strategies and had outstanding records of service. Despite preferential rights in employment and training programs accorded veterans by law, their unemployment rates remain unacceptably high—especially for disabled, disadvantaged, and Vietnam-era veterans. These rates can be reduced, in part, through continual improvement in employment and training programs serving veterans.

To find out how local programs can be improved, the project will use ESARS veterans' preference compliance records to identify 10 of the country's top performing local Job Service offices. Project staff will analyze operations of these offices in depth, with special attention to understanding the reasons for successful performance. They will study characteristics of the veterans' programs, including types of services provided, staffing and organization, innovative activities, special linkages with other service providers, subpopulations of veterans served, and relationships with formal and informal veterans' groups.

Project staff will prepare a monograph documenting analyses and observations of the exemplary programs and a videotape illustrating successful features of the programs, for use in training and as public information. These materials will be disseminated to Job Service offices and interested groups, to suggest ways to improve the quality and effectiveness of employment and training programs for veterans.

1-038 An Experimental Design of a Net Benefit Analysis of the Employment Service

UNIVERSITY OF PITTSBURGH
PITTSBURGH, PA.

Grant 21-42-75-13
Project completed fiscal year 1978

EXPLORATORY MEASURES OF LABOR MARKET INFLUENCES OF THE EMPLOYMENT SERVICE

Dr. Arnold J. Katz
October 1978

Report Descriptors: PUBLIC EMPLOYMENT SERVICE; COST EFFECTIVENESS; ASSESSMENT AND EVALUATION; METHODOLOGY; JOB APPLICANTS; JOB PLACEMENT; EMPLOYER SERVICES

NTIS PB286631/AS

1-039* Implementation of Model Systems for Selecting Employment Service Local Office Managers and Interviewers

EDUCATIONAL TESTING SERVICE
PRINCETON, N.J.

Dr. Michael Rosenfeld and Dr. Richard F. Thornton

Grant 21-34-78-34 (formerly contracts 20-11-74-18 and 20-11-75-07)
Project still in progress

Descriptors: JOB ANALYSIS; TESTING; EMPLOYMENT SERVICE STAFF; RECRUITMENT; MINORITIES; HIRING PRACTICES; JOB PERFORMANCE; EMPLOYMENT OPPORTUNITIES

The objective of this project is to determine whether model selection systems for employment service local office managers and interviewers can be developed and implemented which will meet accepted professional standards and Federal guidelines for employment testing. In phase I, the contractor developed, on the basis of content or construct validity, selection instruments for two jobs: ES local office manager and ES interviewer. The selection procedures are to have a demonstrable relationship to successful job performance and exclude factors that are not job-related and that might function as biases against the employment of minority group persons and women. The contractor conducted an indepth job analysis for each of the two job categories. For those duties that were determined to be critical, the analysis described which knowledges, skills, abilities, and other characteristics were required for successful job performance. On the basis of this analysis, the contractor developed and tested selection procedures for each job class. In phase II, the researchers are developing and testing methods of implementing these instruments in all 50 States, in cooperation with the U.S. Office of Personnel Management and various State ES and civil service agencies.

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*Ongoing project—final report not yet available.

A CASE STUDY IN JOB ANALYSIS METHODOLOGY

September 1976

Report Descriptors: JOB ANALYSIS; TESTING; EMPLOYMENT SERVICE STAFF; RECRUITMENT; MINORITIES; HIRING PRACTICES

NTIS PB261236/AS
Also available from: Educational Testing Service, Princeton, N.J. 08540.

THE DEVELOPMENT OF SELECTION AND CRITERION MEASURES FOR THE POSITIONS OF EMPLOYMENT SERVICE INTERVIEWER AND LOCAL OFFICE MANAGER, FINAL REPORT

February 1977

Report Descriptors: JOB ANALYSIS; TESTING; EMPLOYMENT SERVICE STAFF; RECRUITMENT; MINORITIES; HIRING PRACTICES; EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

NTIS PB293117/AS
Also available from: Educational Testing Service, Center for Occupational and Professional Assessment, Princeton, N.J. 08540.

1-040 IMPROVE LINKAGE BETWEEN OFFICE OF RESEARCH AND DEVELOPMENT AND PRIME SPONSORS/STATE EMPLOYMENT SERVICE AGENCIES THROUGH REGIONAL TECHNICAL ASSISTANCE AND TRAINING STAFFS

ABT ASSOCIATES, INC.
CAMBRIDGE, MASS.

Contract 20-25-75-42
Project completed fiscal year 1977

THE FINAL REPORT: REGIONS HELPED TO USE R&D PRODUCTS IN TRAINING

Robert W. Ericson
April 1977

Report Descriptors: UTILIZATION OF EMPLOYMENT AND TRAINING RESEARCH AND DEVELOPMENT; CETA SERVICES AND PLANNING; PUBLIC EMPLOYMENT SERVICE; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION
ETA COPIES LIMITED

RESOURCE CENTER GUIDE

Susan Sterns Callahan, Marcia Cohen, and Robert W. Ericson
1976

Report Descriptors: UTILIZATION OF EMPLOYMENT AND TRAINING RESEARCH AND DEVELOPMENT; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; CETA SERVICES AND PLANNING; GUIDELINES FOR EMPLOYMENT AND TRAINING PROGRAMS

NTIS PB266239/AS

1-041* KANSAS SESA EMPLOYEE PRODUCTIVITY INCENTIVES PROJECT

KANSAS DEPARTMENT OF HUMAN RESOURCES
TOPEKA, KANS.

Ben Courtright

Grant 21-20-79-06
Project still in progress

Descriptors: PUBLIC EMPLOYMENT SERVICE; JOB PERFORMANCE; PRODUCTIVITY; JOB PLACEMENT; KANSAS

This project will develop, test, and evaluate employee productivity incentives in local Job Service offices of the Kansas Department of Human Resources. During phase I of the project, the grantee worked out the general design of a monetary incentives plan and procedures for following up employers and jobseekers who have dealt with the Job Service, carried out a baseline job satisfaction survey of local office employees and other department personnel and provided additional baseline information on local office performance and local labor market conditions.

Phase II will involve refinement of the incentives design, operation of the revised plan during three 6-month reward periods, regular followups of reported placements, and continued collection of other information needed to assess the effect of the incentive plan. The grantee will continue to work with Urban Institute project staff on developing, testing, and evaluating the incentive plan. (See related grants 21-34-79-04 and 21-11-78-36.)

1-042 MEASURING THE EFFECTIVENESS OF COUNSELING IN THE ES

STANFORD RESEARCH INSTITUTE
MENLO PARK, CALIF.

Contract 20-06-75-48
Project completed fiscal year 1977

THE EFFECTIVENESS OF COUNSELING IN THE U.S. EMPLOYMENT SERVICE: A PILOT STUDY

VOLUME I ANALYTIC RESULTS

Jacob M. Benus, Arden Hall, and Patty Gwartney-Gibbs
September 1977

Report Descriptors: COUNSELING AND GUIDANCE; PUBLIC EMPLOYMENT SERVICE; EFFECTIVENESS OF PROGRAMS

NTIS PB273906/AS

VOLUME II DATA DOCUMENTATION

September 1977

NTIS PB273907/AS

1-043* NEW JERSEY SESA EMPLOYEE PRODUCTIVITY INCENTIVES PROJECT

NEW JERSEY DEPARTMENT OF LABOR AND INDUSTRY
TRENTON, N.J.

William A. Tracy

Grant 21-34-79-04
Project still in progress

Descriptors: PUBLIC EMPLOYMENT SERVICE; PRODUCTIVITY; JOB PERFORMANCE; JOB PLACEMENT; NEW JERSEY

The object of this project is to develop, test, and evaluate a program of employee productivity incentives in local offices of the New Jersey Division of Employment Services. During phase I of the project, the grantee worked out the general design of a monetary incentives plan and procedures for following up employers and jobseekers who have dealt with the Job Service, carried out a baseline job satisfaction survey of local office employees and other division personnel, and provided additional baseline information on local office performance and local labor market conditions.

Phase II will involve refinement of the incentives design, operation of the revised plan during three 6-month reward periods, regular followups of reported placements, and continued collection of other information needed to assess the effect of the incentive plan. The grantee will continue to work with Urban Institute project staff on developing, testing, and evaluating the incentive plan. (See related grants 21-20-79-06 and 21-11-78-36.)

1-044* RESEARCH ON COMMUNITY BASED ORGANIZATIONS IN CETA PROGRAMS

URBAN SYSTEMS RESEARCH AND ENGINEERING, INC.
CAMBRIDGE, MASS.

Lawrence N. Bailis

Contract 20-25-78-22
Project still in progress

Descriptors: PRIME SPONSORS (CETA); MINORITIES; SERVICE DELIVERY SYSTEMS; CETA SERVICES AND PLANNING

This project is examining prime sponsors' use of community-based organizations (CBO's) in training minority group clients under CETA. Current trends in the relationship between prime sponsors and CBO's will be surveyed to determine whether the scope of training and employment services to minorities has been affected and, if so, how.

1-045* SPECIFICATION AND MEASUREMENT OF PRODUCTIVITY IN THE U.S. EMPLOYMENT SERVICE: A STATE-OF-ART ASSESSMENT AND RESEARCH AGENDA

THE UNIVERSITY OF MISSOURI
COLUMBIA, MO.

Dr. David W. Stevens

Grant 21-29-78-23
Project still in progress

Descriptors: PRODUCTIVITY; COSTS; PUBLIC EMPLOYMENT SERVICE

The objective of this project is to assess the state of the art in specifying and measuring productivity in the U.S. Employment Service. It will consider the work done to date and identify any research needs. The grantee selected an interdisciplinary panel of experts that has reviewed completed studies from the vantage points of their respective disciplines. Their recommendations are being integrated into a monograph describing issues related to productivity measurement and proposing a research program to address them.

1-046 STATE SALARY COMPARABILITY STUDY

BUREAU OF LABOR STATISTICS
WASHINGTON, D.C.
AND
INSTITUTE OF PUBLIC ADMINISTRATION
NEW YORK, N.Y.

Grants 82-11-71-11 and 82-36-71-17
Project completed fiscal year 1978

PAY COMPARABILITY SURVEYS—AN APPROACH FOR STATE GOVERNMENTS

Harry Zeman and Alan L. Madian
September 1977

***Ongoing project—final report not yet available.**

Report Descriptors: SALARY COMPARABILITY STUDIES; OCCUPATIONAL STRUCTURE; WAGE STRUCTURE; WAGE DIFFERENTIALS; STATE AND LOCAL GOVERNMENTS

1-047* Study of Employment Service (ES) Job Orders, Cancellations and Referral Process

ARTHUR YOUNG & COMPANY, INC.
WASHINGTON, D.C.

Dr. William J. Kruze

Contract 20-11-79-14
Project still in progress

Descriptors: PUBLIC EMPLOYMENT SERVICE; JOB PLACEMENT; EMPLOYER SERVICES

This study will investigate how often and why employers cancel job orders placed with the employment service and conduct a demonstration in two or three local offices to test ways of reducing the cancellation rate. During phase I of the project, the contractor is observing local offices that serve areas with similar economies and have high or low cancellation rates to identify any difference in their operations that may be the cause. During phase II, the contractor will carry out a small demonstration project, lasting 6 months, to test selected actions to reduce cancellations and find out whether they have the desired result.

1-048 Study of the Feasibility of Applying Employee Incentives to Local Offices of the U.S. Employment Service

THE URBAN INSTITUTE
WASHINGTON, D.C.

Grant 21-11-76-19
Project completed fiscal year 1978

EMPLOYEE INCENTIVES FOR LOCAL OFFICES OF THE EMPLOYMENT SERVICE: PROSPECTS AND PROBLEMS

John M. Greiner and Virginia B. Wright
December 1977

Report Descriptors: PUBLIC EMPLOYMENT SERVICE; WORK INCENTIVES; JOB PERFORMANCE; PRODUCTIVITY; JOB PLACEMENT

NTIS PB284787/AS

1-049* Study to Determine Work Test Costs and Outcomes

ABT ASSOCIATES, INC.
CAMBRIDGE, MASS.

Dr. Charles S. Rodgers

Contract 20-25-79-47
Project still in progress

Descriptors: PUBLIC EMPLOYMENT SERVICE; WORK TEST; WELFARE REFORM; COST EFFECTIVENESS

This project will try to help employment service policymakers understand: (1) The legal and administrative context in which current work tests are carried out, the variations among the work test procedures, and the reasons for these variations; (2) the different levels at which work tests are enforced; and (3) the costs of different procedures and levels of enforcement. After observing current practices regarding work tests in selected employment service local offices, the researchers will develop a set of models of the administration of work tests under a variety of assumptions about the procedures to be used and the extent to which they are enforced. These models will be designed to provide bases for estimating the costs and levels of effort associated with different types of procedures and enforcement norms. The models can then be assessed as to cost and managerial feasibility for future welfare reform efforts.

1-050* Survey on the Utilization of the Arts and Humanities Under CETA

MORGAN MANAGEMENT SYSTEM, INC.
COLUMBIA, MD.

Norman Houston

Contract 20-24-79-63
Project still in progress

Descriptors: SERVICE DELIVERY SYSTEMS; PROGRAM DESIGN; PRIME SPONSORS (CETA);JOB PLACEMENT; COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA)

This contractor will survey CETA prime sponsors to compile a national inventory of CETA arts and humanities projects and document and analyze selected projects in the arts and humanities funded under various CETA titles. The planned product is a handbook providing case studies of successful projects to guide other prime sponsors.

The contractor will explore, in a structured, uniform manner, prime sponsor use and potential use, based on current experience, of arts and humanities projects to serve local employment and training needs. The materials developed will be designed to encourage upgrading of arts and humanities projects and their expansion where appropriate.

1-051* Verification of Eligibility of CETA Applicants

DIALOGUE SYSTEMS
NEW YORK, N.Y.

Dr. Harriette Johnson

Contract 20-36-79-17
Project still in progress

Descriptors: MODELS; MONITORING OF CETA PROGRAMS; CETA SERVICES AND PLANNING

This project is verifying the eligibility of applicants for programs authorized under CETA titles IIB, IID, and VI; developing model procedures and techniques for this purpose; and providing a tool for Federal managers to use in monitoring eligibility.

1D. RESEARCH AND DEVELOPMENT, EVALUATION, AND PLANNING

1-052* A Demonstration Project for Minority Scholars Nationwide: Workshops and Dissertation Research in Quantitative Methods and Interdisciplinary Contributions to Employment and Training Policy

HOWARD UNIVERSITY
WASHINGTON, D.C.

Dr. Reynold B. Madoo

Grant 21-11-79-23
Project still in progress

Descriptors: MINORITIES; DOCTORAL DISSERTATION GRANTS; EMPLOYMENT AND TRAINING PROGRAM MANAGEMENT; PLANNING, RESEARCH, AND DEVELOPMENT; STAFF TRAINING; CAREER DEVELOPMENT

This project will set up a demonstration program designed to encourage black and other minority scholars to conduct employment and training research.

The program will include: (1) A series of intensive workshops and conferences devoted to modern research methods and case studies related to employment and training policy issues; and (2) support for doctoral dissertation research in employment and training by students who have completed all academic work except a dissertation.

The overall goal of the project is to broaden understanding of employment and training issues and increase the number of minority scholars capable of participating in policymaking. The workshops, along with support of dissertation research are designed to provide advanced learning opportunities for the faculties of minority institutions and serve as a forum for comparing different approaches to broad policy goals and identifying research needs.

1-053* Employment Opportunities Pilot Projects Plan Client Tracking and Management Information System

GROUP OPERATIONS, INC.
WASHINGTON, D.C.

James Cogley

Contract 20-11-79-62
Project still in progress

Descriptors: COMPUTER SYSTEMS

This project is developing and maintaining a management information system for the Employment Opportunity Pilot Projects (EOPP). To do so, the contractor is: (1) Providing technical assistance and training to EOPP sponsors; (2) developing system specifications; (3) defining outputs and report formats; (4) developing a management plan; and (5) preparing program specifications. Project staff will also design the data base, direct programing efforts, develop a unit test plan, prepare system and operational documentation and an installation plan, and monitor and direct development of the data base. Other activities are reviewing the system and program specifications, preparing a system test plan, reviewing the documentation and training and installation plan, monitoring the communications network, and exercising overall quality control.

1-054* Feasibility Study of the Use of Selected Research, Development, Experimental, Demonstration, Evaluation and Training (REDET) Offices to Improve the Operation of Employment Service Programs

URBAN SYSTEMS RESEARCH AND
ENGINEERING, INC.
CAMBRIDGE, MASS.

Dr. Lawrence N. Bailis

Contract 20-25-78-58
Project still in progress

Descriptors: PUBLIC EMPLOYMENT SERVICE; PLANNING, RESEARCH, AND DEVELOPMENT

This project will explore the feasibility of improving research, development, and evaluation efforts within the public employment service by concentrating such efforts in preselected local offices that may be designated as research, experimental, demonstration, evaluation, and training (REDET) sites. The contractor will examine a broad range of questions pertaining to the feasibility of this approach and its cost effectiveness (phase I). If this analysis indicates promise, phase II will focus on the preparation of a detailed outline for applying the REDET approach in the future.

1-055* Interdisciplinary Review of the Literature on Job Search and Recruitment

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

***Ongoing project—final report not yet available.**

Dr. Donald P. Schwab

Grant 21-55-78-32
Project still in progress

Descriptors: JOB SEARCH; RECRUITMENT; LITERATURE REVIEW; STATE-OF-THE-ART PAPERS

The project will synthesize and evaluate current job search and recruitment literature in the various social science disciplines. The objectives are to: (1) Improve theory and future research on job search and (2) aid in the development of public policy on the labor exchange function of the U.S. Employment Service, employer recruiting practices, and job search techniques.

1-056* Maintenance of the R&D Management Information System

AKIPAN ASSOCIATES, INC.
GREAT FALLS, VA.

Phyllis S. Dacus

Contract 20-51-77-19
Project still in progress

Descriptors: UTILIZATION OF EMPLOYMENT AND TRAINING RESEARCH AND DEVELOPMENT; COMPUTER SYSTEMS

This project provides for the maintenance, updating, and further refinement of the Employment and Training Administration, Office of Research and Development's Management Information System (MIS).

The MIS data base is updated as R&D projects are funded and completed, and the information is used for the production of the *Research and Development Projects* book. The data base contains information on R&D projects and reports resulting from projects that have been active, completed, or funded since 1964. The automated phototypesetting system operated by the Government Printing Office, is used in conjunction with the MIS for the final production of this book.

1-057 Study of Older Workers: Synthesis, Analysis, and R&D Strategy

AMERICAN INSTITUTES FOR RESEARCH
WASHINGTON, D.C.

Contract 20-11-76-54
Project completed fiscal year 1978

RESEARCH AND DEVELOPMENT STRATEGY ON EMPLOYMENT-RELATED PROBLEMS OF OLDER WORKERS

Dr. Harold L. Sheppard
February 1978

Report Descriptors: AGING; MIDDLE-AGED WORKERS; OLDER WORKERS; PLANNING, RESEARCH, AND DEVELOPMENT; RETIREMENT; AGE DISCRIMINATION IN EMPLOYMENT ACT

1-058* Summary of Employment Service Research, Development and Evaluation, 1975-1979

COLUMBIA, MO.

Dr. David W. Stevens

Contract 20-29-79-27
Project still in progress

Descriptors: PUBLIC EMPLOYMENT SERVICE; PLANNING, RESEARCH, AND DEVELOPMENT

This project will review research, development, and evaluation (RD&E) products related to the employment service (ES), principally studies funded by the Department of Labor, for the period 1975-1979. The objective is to clarify and resolve research and evaluation issues that have limited use of the study findings. During the first phase of the project, an interdisciplinary panel of experts will assist the contractor in reviewing the literature and assessing the methods and findings of each study. The second phase will consist of a small symposium to be held in the spring of 1980. Noted researchers will be asked to pool their judgements on methodological and statistical issues related to the employment service RD&E program and on ways the ES management can resolve current operational and policy problems.

1-059 Youth Transition to Work: Synthesis, Analysis, and R&D Strategy

NATIONAL MANPOWER INSTITUTE
WASHINGTON, D.C.

Contract 20-11-77-21
Project completed fiscal year 1978

BETWEEN TWO WORLDS: YOUTH TRANSITION FROM SCHOOL TO WORK—A SYNTHESIS OF KNOWLEDGE, A SUMMARY OF PROGRAM EXPERIMENTATION, A RESEARCH AND EXPERIMENTATION STRATEGY

EXECUTIVE SUMMARY

Paul E. Barton and Bryna Shore Fraser
August 1978

Report Descriptors: TRANSITION FROM SCHOOL TO WORK; YOUTH; COMPREHENSIVE EMPLOYMENT AND TRAINING PLANNING; PLANNING, RESEARCH, AND DEVELOPMENT; HUMAN RESOURCE DEVELOPMENT POLICY; STATE-OF-THE-ART PAPERS

NTIS PB286841/AS

VOL. 1 PROBLEMS, CONDITIONS, AND ISSUES
August 1978

NTIS PB286842/AS

VOL. 2 PROGRAMS AND EXPERIMENTATION
August 1978
NTIS PB286843/AS

VOL. 3 NEW RESEARCH AND MEASUREMENTS
August 1978
NTIS PB286844/AS

***Ongoing project—final report not yet available.**

2. PROGRAMS AND TECHNIQUES

2A. EDUCATION

2-001 Analysis and Synthesis of DOL Experience in Youth Transition to Work Programs

MANPOWER RESEARCH PROJECTS, INC.
ALEXANDRIA, VA.

Grant 21-11-76-16
Project completed fiscal year 1977

Dr. Regis H. Walther
December 1976

Report Descriptors: TRANSITION FROM SCHOOL TO WORK; YOUTH PROGRAMS; UNEMPLOYMENT; TRAINING; COUNSELING AND GUIDANCE; YOUTH; STATE-OF-THE-ART PAPERS

NTIS PB172435/AS

2-002* Analysis of the Competency-Based High School Diploma for CETA Clients

NATIONAL FOUNDATION FOR THE
IMPROVEMENT OF EDUCATION
WASHINGTON, D.C.

Dr. Sam McMillan

Grant 21-11-78-25
Project still in progress

Descriptors: BASIC EDUCATION; CURRICULUMS; HIGH SCHOOLS; CETA PROGRAMS; EDUCATION

The purpose of this project is to analyze data derived from the Competency-Based High School Diploma (CBHSD) for CETA Clients project of the University of Texas at Austin. (See grant 21-48-77-20). The grantee will design and carry out a comparative analysis of the operation and outcome of the CBHSD project, including descriptive and content analysis studies.

The grantee will attempt to determine whether and to what degree the CBHSD project: (1) Makes CETA clients easier to place in jobs; (2) provides a viable alternative to the GED for use by CETA prime sponsors and State employment services; (3) can enable a higher percentage of adult program participants to earn high school diplomas than now do so using the GED method; and (4) can produce as effective a worker as one who earned a high school diploma through traditional or other means.

2-003 Assessment of Job Placement Services in Colleges with Predominantly Black Students

ULTRASYSTEMS, INC.
NEWPORT BEACH, CALIF.

Contract 20-06-75-11
Project completed fiscal year 1977

VOLUME I—SUMMARY VOLUME

Dr. Franklin G. Fisher, Jr.
October 1976

Report Descriptors: CAREER GOALS; EDUCATIONAL ASPIRATIONS; COLLEGE GRADUATES; JOB PLACEMENT; RECRUITMENT; UNIVERSITIES AND COLLEGES

NTIS PB262074/AS

VOLUME II—TECHNICAL VOLUME

October 1976

NTIS PB262075/AS

VOL III—CASE STUDY REPORT

October 1976

NTIS PB262076/AS

2-004* Competency-Based High School Diploma for CETA Clients

THE UNIVERSITY OF TEXAS
AUSTIN, TEX.

Jim Cates

Grant 21-48-77-20
Project still in progress

Descriptors: EDUCATION; PROGRAM SERVICES AND TECHNIQUES; TESTING; GED EXAM; TEXAS

The grantee is testing the usefulness of the competency-based high school diploma (CBHSD) as a means of enhancing the CETA client's desirability and utility to employers for possible further use as an alternative method to the GED for obtaining a high school diploma. To accomplish this, the grantee is working with various agencies in Texas to implement and test the outcomes of using the CBHSD with CETA clients in a number of sites in Texas. In a separate effort, the National Foundation for the Improvement of Education will develop and carry out a research design to determine: (1) Whether the CBHSD does make the CETA client easier to place with employers; (2) whether the CBHSD is a viable alternative to the GED for use by CETA prime sponsors; (3) whether use of the CBHSD can generate a higher percentage of adult manpower program participants who can earn the high school diploma through traditional or other means. An advisory committee of eminent, knowledgeable persons in the areas of education, manpower, and research will be organized by the grantee to provide feedback, critical analysis, and recommendations for project staff use in attempting to meet the goals of this effort.

***Ongoing project—final report not yet available.**

2-005 A Continuous Training/Employment Referral and Support System for Young Dropouts

BUREAU OF SOCIAL SCIENCE RESEARCH, INC.
WASHINGTON, D.C.

Grant 21-11-77-15
Project completed fiscal year 1978

ESTABLISHING A CONTINUOUS TRAINING/EMPLOYMENT REFERRAL AND SUPPORT SYSTEM FOR DROPOUTS: REPORTS ON A PLANNING EFFORT

Laure M. Sharp and Ann Richardson
December 1977

Report Descriptors: YOUTH; DROPOUTS; EDUCATION; TRAINING; COUNSELING AND GUIDANCE; DISADVANTAGED; MARYLAND

NTIS PB284363/AS

2-006* Demonstration on Efficacy of Alternative Youth Program Approaches

EDUCATIONAL TESTING SERVICE
PRINCETON, N.J.

Dr. Jules M. Goodison

Contract 27-34-79-02
Project still in progress

Descriptors: YOUTH; MINORITIES; LABOR MARKET INFORMATION; COUNSELING AND GUIDANCE; EDUCATION; TRANSITION FROM SCHOOL TO WORK

This demonstration project will explore the feasibility of using a systematic set of program measures to assess the effects of a wide range of special employment and training program approaches for assisting in-school and out-of-school disadvantaged youth. In addition, the project will assess the utility of using uniform program measures to: (1) Identify short-term program outcomes that predict long-term program effects and (2) ascertain which program approaches are most effective for different youth populations in different settings.

Specifically, the project will plan and implement an assessment system designed to answer a number of questions about which program elements work best for which young persons and under what conditions. At the same time, it will try to improve research methods.

The project will establish a uniform data base across a wide variety of programs, test a number of instruments that have shown promise in assessing several critical but hard-to-measure work attitudes and consider a number of key questions regarding program effectiveness. The basic study design to be used in assessing each program involves two major components:

—The measurement of characteristics before and after training. A battery of seven measures will be administered to samples of program participants and comparable control groups over approximately the same time periods.

—The measurement of trainee performance outcomes as determined by criteria used to define program adjustments or successes. These measurements are to be obtained at the completion of program participation and at one or two later periods, in order to define the social and vocational adjustments of the trainees.

2-007 Demonstration Program to Serve Young Black Girls in Memphis, Tennessee

SOCIAL SERVICE DELIVERY SYSTEMS
MEMPHIS, TENN.

Andrew Fox, W. Theodore May, and Paul L. Schwartz

Contract 20-47-75-12
Project completed fiscal year 1979

Descriptors: ROLE MODELS; YOUNG WOMEN; YOUTH PROGRAMS; TEENAGERS; DROPOUTS; ATTITUDES; BLACKS; WORK-EXPERIENCE PROGRAMS

Two projects tested whether a program of peer group reinforcement, role model aides, and constructive work experience could significantly change the behaviors and attitudes of inner-city black girls in their early teens. The hypothesis was that work experience, combined with peer group reinforcement, could reduce school dropout rates after age 16 and improve the labor market experiences of students leaving school. The enrollees in each project were divided into three groups. Two worked after school in day-care or recreation centers helping care for children aged 6 to 12. One of these groups also participated in periodic "rap" sessions, assisted by a role model aide. The third group in each project served as a control and received neither work experience nor peer group support.

The final report analyzes and compares the first and second projects. The researchers report that the two projects had different results and attribute these outcomes to differences in their enrollees. The projects were basically similar and had some common enrollment requirements: The girls had to be economically disadvantaged, minority members, in school, and 14 or 15 years old. For the second project only, however, they also had to have high absentee or tardiness rates and known or potential disciplinary problems. The researchers therefore characterize the first group as "select" or "low risk" and the second as "high risk" and conclude that the project had a positive influence on the low-risk girls but a neutral or negative effect on "high-risk" girls.

See also grant 42-36-73-01, "Black Teenage Girls Project: In-School Neighborhood Youth Corps, Memphis, Tennessee," NTIS pb236184/as.

HIGH HOPES: HELPING YOUNG BLACK TEENAGE GIRLS

Andrew Fox, W. Theodore May, and Paul L. Schwartz
September 1978

Report Descriptors: ROLE MODELS; YOUNG WOMEN; DROPOUTS; BLACKS; ATTITUDES; WORK EXPERIENCE PROGRAMS; TENNESSEE, MEMPHIS

NTIS PB289902/AS
ETA COPIES LIMITED

2-008 DEMONSTRATION RESEARCH ON THE VOCATIONAL EXPLORATION PROGRAM (VEP) FOR YOUTH

SAINT LOUIS UNIVERSITY, CENTER FOR URBAN PROGRAMS
ST. LOUIS, MO.

Dr. George D. Wendel

Grant 28-29-78-53
Project completed fiscal year 1979

Descriptors: YOUTH PROGRAMS; EFFECTIVENESS OF PROGRAMS; TRAINING EFFECTIVENESS AND IMPACT; SUPPORTIVE SERVICES; VOCATIONAL EXPLORATION IN THE PRIVATE SECTOR; VOCATIONAL GUIDANCE

The purpose of this demonstration research project was to assess the effects on participants of the summer National Alliance of Business-Vocational Exploration Program (NAB-VEP) and compare these effects with those of the Summer Program for Economically Disadvantaged Youth (SPEDY). In studying the 1978 NAB-VEP III effort, project staff analyzed separately the components for the handicapped, ex-offenders, and entrants into nontraditional jobs. In addition, they conducted detailed site analyses in a group of cities visited as part of the demonstration research.

The researchers compiled information on all the components and analyzed it for over 18 major areas. Some significant findings are as follows:

1. Demographic differences between VEP and SPEDY enrollees were slight. VEP youth were older than SPEDY enrollees and had completed more years of school; VEP had a higher proportion of blacks than did the sample of SPEDY enrollees, but the sex ratios of the two groups were similar.
2. Sizable proportions of both VEP and SPEDY enrollees entered the programs lacking the social and work attitudes appropriate for successful transition to the world of work. However, a considerably greater proportion of VEP enrollees than SPEDY participants left the programs with improved attitudes.
3. VEP seemed to have a more positive influence on female enrollees than on the male youth; moreover, the young women apparently gained an expanded view of the social and work-related roles available to them.
4. The greatest improvements in attitudes were related to the world of work and sex roles.

1978 VOCATIONAL EXPLORATION PROGRAM: THE FINAL REPORT

Dr. Brian P. Nedwek and E. Allan Tomey
August 1979

Report Descriptors: YOUTH PROGRAMS; EFFECTIVENESS OF PROGRAMS; TRAINING EFFECTIVENESS AND IMPACT; SUPPORTIVE SERVICES; VOCATIONAL EXPLORATION IN THE PRIVATE SECTOR
ETA
Also available from: Offices of Youth Programs, ETA.

2-009* EVALUATION OF DEMONSTRATION PROJECT ON YOUTH CAREER DEVELOPMENT FOR SCHOOL-TO-WORK TRANSITION

EDUCATIONAL TESTING SERVICE
PRINCETON, N.J.

Dr. Norman E. Freeberg

Contract 27-34-78-04
Project still in progress

Descriptors: YOUTH PROGRAMS; EFFECTIVENESS OF PROGRAMS; TRAINING EFFECTIVENESS AND IMPACT; SUPPORTIVE SERVICES; TRANSITION FROM SCHOOL TO WORK; COMMUNITY-BASED ORGANIZATIONS

This project is designed to assess the effectiveness of various community-based organizations (CBO's) compared with other delivery agents, in providing youth with the career development services and skills necessary to ease their transition from school to work. Another objective is to design an effective model evaluation system, involving appropriate data-gathering techniques, evaluation tools, and analytical approaches tailored to the populations served and the local, regional, or national scope of project responsibility.

The program to be evaluated will be operated by six CBO's in cooperation with public schools to provide career education services to students from economically disadvantaged backgrounds at as many as 35 project sites. It will enroll some 4,500 students during their junior and senior years of high school. The research project will assess enrollees on their enhanced career development capabilities by measuring: (1) Their knowledge of the requirements and availability of jobs; (2) their ability to use career information to make realistic decisions; and (3) their ability to set goals and develop an effective career plan. The researcher will use assessment measures designed specifically for use with adolescents in employment and training programs and validated under an earlier contract.

2-010 NEW ESTIMATES OF THE EFFECTS OF FAMILY BACKGROUND, TEST SCORES, PERSONALITY, AND YEARS OF SCHOOLING ON ECONOMIC SUCCESS

CENTER FOR THE STUDY OF PUBLIC POLICY
CAMBRIDGE, MASS.

Grant 20-36-75-06
Project completed fiscal year 1977

***Ongoing project—final report not yet available.**

THE EFFECTS OF FAMILY BACKGROUND, TEST SCORES, PERSONALITY TRAITS AND EDUCATION ON ECONOMIC SUCCESS

Christopher A. Jencks, Susan Bartlett, Mary Corcoran, James Crouse, David Eaglesfield, Gregory Jackson, and Kent McClelland
June 1977

Report Descriptors: RETURNS ON EDUCATIONAL INVESTMENT; EARNINGS; FAMILIES; ATTITUDES; ECONOMIC STATUS; OCCUPATIONAL STATUS

NTIS PB270022/AS

APPENDIXES
June 1977

NTIS PB270023/AS

2-011 REVISION OF THE HEALTH CAREERS GUIDEBOOK

NATIONAL HEALTH COUNCIL, INC.
NEW YORK, N.Y.

Karl M. Wolfe

Grant 21-36-76-15
Project completed fiscal year 1979

Descriptors: HEALTH OCCUPATIONS; CAREER INFORMATION SYSTEM; COUNSELING AND GUIDANCE

The objective of this grant was to assist in developing a new edition of the *Health Careers Guidebook* issued in 1972. To do so, the grantee received funds to do the following: (1) Act as liaison between the Departments of Labor and Health, Education, and Welfare, the principal Government agencies involved in the project, and the various major national medical and paramedical organizations in the United States and (2) assist in a variety of specific tasks. These tasks included preparing the Guidebook for critical review by a number of representative users; establishing, convening, and coordinating an advisory committee; preparing occupational lists of emerging, continuing, and obsolete occupations within the health field; compiling lists of specific organizations representing these occupations, as well as identifying resource persons for each organization named; and developing, writing, and editing all narrative chapters of the Guidebook. The grantee will also distribute the revision to all State and metropolitan health career councils, national voluntary and professional health organizations, and CETA prime sponsors. This project is a joint undertaking with the Bureau of Health Manpower in the Department of Health, Education, and Welfare.

HEALTH CAREERS GUIDEBOOK

FOURTH EDITION
1979
GPO STOCK NO. 029-000-00343-2

2-012 STUDIES OF JOB CORPS ALLOWANCES SYSTEM AND HOME LEAVE POLICY

PLANNING AND HUMAN SYSTEMS
WASHINGTON, D.C.

Jane Watson

Contract 20-11-76-37
Project completed fiscal year 1979

Descriptors: JOB CORPS; RESIDENTIAL JOB CENTERS; TRAINING ALLOWANCES; EDUCATION; YOUTH; WORK-EXPERIENCE PROGRAMS

The purposes of these two studies were: (1) To explore the impact of changes in Jobs Corps financial allowances and home leave policy on retention rates of corpsmembers at various centers and (2) to develop hypotheses and findings on the probable causes of early departures.

Both studies included comparisons between experimental and control centers, before and after comparisons at experimental centers, and comparisons among the experimental centers.

Findings on the results of tested changes in the allowance system suggested that the following factors lead to early dropouts: Not being able to enter or qualify immediately for the training of choice; homesickness; personal adjustment problems; length of the training program; and various characteristics of the center and staff that are incompatible with the trainee's expectations.

Findings of the home leave experiment revealed that providing home leave after 45 days instead of the usual 6 months did not improve the trainee retention rates, morale, or attitudes but did increase center operation costs.

Dr. Frances Georgette, Dr. William Tash, and Jane Watson
April 1979

Report Descriptors: JOB CORPS; RESIDENTIAL JOB CENTERS; TRAINING ALLOWANCES; EDUCATION; YOUTH; WORK-EXPERIENCE PROGRAMS
ETA

2-013 A STUDY OF NONECONOMIC IMPACTS OF THE JOB CORPS PROGRAM

ABT ASSOCIATES, INC.
CAMBRIDGE, MASS.

Contract 20-25-75-13
Project completed fiscal year 1977

Dr. Judith F. Goldberg
March 1978

Report Descriptors: JOB CORPS; HEALTH CARE; DRUG USERS; DROPOUTS; ATTITUDES; JOB SATISFACTION; SOCIAL RELATIONSHIPS
ETA R&D MONOGRAPH NO. 64

2-014 Transition from School to Work: The Contribution of Cooperative Education Programs at the Secondary School Level

NORTHEASTERN UNIVERSITY
BOSTON, MASS.

Dr. Morris A. Horowitz and Dr. Irwin L. Herrnstadt,
Department of Economics

Contract 82-25-71-39
Project completed fiscal year 1979

Descriptors: TRANSITION FROM SCHOOL TO WORK; VOCATIONAL EDUCATION; HIGH SCHOOLS; WORK-STUDY PROGRAMS; YOUTH; EDUCATIONAL EFFECT ON CAREER PATTERNS; JOB PLACEMENT; LABOR FORCE PARTICIPATION; PART-TIME EMPLOYMENT; WORK ATTITUDES

This study analyzed the in-school and post-school labor market experiences of a sample of 427 students enrolled in four different types of high school programs during their junior and senior years. These four categories were cooperative vocational, regular vocational, work-study, and general academic programs. A major objective was to determine the extent to which students completing cooperative vocational programs made a smoother and more effective transition into the labor market than did other students.

The coop students typically did not have significantly higher rates of labor force participation, more weeks of employment, higher hourly wages, or lower rates of unemployment than did their counterparts in the regular vocational and general academic programs during either the high school years or the 18-month post-high follow-up period. Work-study students had significantly higher rates of labor force participation with less unemployment, and graduates of work-study programs earned the highest beginning hourly wages of all groups studied. The researchers found, however, that the coop students were more likely to be employed in construction and durable goods manufacturing, where they held jobs in craft-related and operatives occupations. Jobs obtained by the other students were more likely to be in retail and wholesale trade, where they were employed as service workers.

The study suggests that, irrespective of vocational content, high school programs providing both intensive job placement assistance and high supportive services can have a significant impact upon students' labor force and employment experiences, both during and after high school. By giving youth opportunities to participate actively in the labor force during the high school years, public policy initiatives may well succeed in reducing the high rates of unemployment experienced by young people upon their graduation.

The researchers recommend that public policymakers concentrate on creating a corps of professional high school employment counselors, as distinct from guidance counselors, to inform students regularly about the quantity and quality of job opportunities for youth in the local labor market and give them reliable projections of future trends. Another recommendation is that school systems hire job developers to maintain close continuous relationships with local employers, so that employment counselors can make realistic placements based on up-to-date information about hiring standards and internal labor markets and encourage employers to accept referrals from the schools.

THE TRANSITION FROM SCHOOL TO WORK: THE CONTRIBUTION OF COOPERATIVE EDUCATION PROGRAMS AT THE SECONDARY LEVEL

Dr. Irwin L. Herrnstadt, Dr. Morris A. Horowitz, and
Andrew M. Sim
August 1979

Report Descriptors: TRANSITION FROM SCHOOL TO WORK; VOCATIONAL EDUCATION; WORK-STUDY PROGRAMS; HIGH SCHOOLS; YOUTH; EDUCATIONAL EFFECT ON CAREER PATTERNS; LABOR FORCE PARTICIPATION; MASSACHUSETTS

NTIS PB299589/AS

2-015 Utilization of Retired Teachers as a Supplementary Educational Resource

WASHINGTON, D.C.

Lawrence H. Mirel

Contract 20-11-79-05
Project completed fiscal year 1979

Descriptors: EDUCATION; FEASIBILITY STUDY; OLDER WORKERS; TEACHERS; TUTORING; RETIREMENT

This project investigated the feasibility of drawing on the skills and experience of retired teachers to make a significant impact on educational problems in the District of Columbia, without jeopardizing the incomes or advancement opportunities of younger teachers. To do so, the researcher surveyed retired teachers on whether they would be interested in volunteering to help improve the quality of education in the District of Columbia. He also conducted surveys to find out if a substantial number of principals would welcome the services of retired teachers and be able to integrate them into the ongoing educational system and whether various elements of the D.C. educational system, such as the Board of Education, school officials, parent-teachers' association, and teachers' union, would be willing to support an "emeritus teachers" program. The results indicate that a demonstration project in the District of Columbia would have a good chance of success.

FEASIBILITY STUDY OF THE UTILIZATION OF RETIRED TEACHERS IN THE DISTRICT OF COLUMBIA AS A SUPPLEMENTARY EDUCATIONAL RESOURCE

July 1979

Report Descriptors: EDUCATION; FEASIBILITY STUDY; OLDER WORKERS; RETIREMENT; TEACHERS; TUTORING

NTIS PB298819/AS

2-016 VOCATIONAL EDUCATION: HOW MUCH? FOR WHOM?

CARNEGIE COUNCIL ON POLICY STUDIES IN HIGHER EDUCATION
BERKELEY, CALIF.

Dr. John R. Shea

Grant 21-06-77-03
Project completed fiscal year 1979

Descriptors: VOCATIONAL EDUCATION; YOUTH; NATIONAL LONGITUDINAL SURVEYS; LABOR FORCE BEHAVIOR; BLACK/WHITE

This research analyzed data from the National Longitudinal Survey cohorts of young women and young men to assess the labor market consequences of completing vocational education programs; e.g., current income, occupational status, job satisfaction, and unemployment experience.

Among the findings are: (1) While there is no clear evidence that vocational education gives young men a labor market advantage, it does lead to consistent employment benefits for young women; (2) male vocational students have less information about career opportunities than do their counterparts in the general curriculum; (3) compared with the general program, vocational education may dampen youth aspirations and decrease the years of school eventually completed; and (4) post-high school training has a positive impact on the early labor market success of both blacks and whites and of high school dropouts as well as graduates. The payoff from such training may be somewhat greater for former vocational students than for those from the general program.

Some policy judgments discussed in the research report are that post-school training warrants encouragement and support, that there is great need for improved career guidance, and that schools should avoid "tracking," particularly of young black men into vocational programs. The authors also suggest that evaluation of high school vocational programs should be based on several indicators, such as congruence with career objectives; ability to serve persons with special needs; and influence on educational attainment, economic benefits, and job satisfaction.

VOCATIONAL EDUCATION AND TRAINING: IMPACT ON YOUTH

John T. Grasso and John R. Shea
March 1979

NTIS PB297692/AS

2-017* YOUTH LABOR MARKET EXPERIENCE STUDY

UNIVERSITY CONSULTANTS, INC.
CAMBRIDGE, MASS.

Dr. George Nolfi

Contract 27-25-79-01
Project still in progress

Descriptors: YOUTH; EDUCATION; TRAINING; LABOR MARKET INFORMATION; LABOR MARKET BEHAVIOR; EMPLOYMENT PATTERNS; CAREER PATTERNS

This study is examining the existing data base of the National Longitudinal Education Survey to obtain information on the patterns and causes of various post-high school work and education choices and the consequences of these choices 4 to 5 years after high school graduation.

The study is analyzing: (1) The determinants of occupational, schooling, and family choices in the first 4 years after high school; (2) the effects of differences in the availability of labor market information on these decisions; (3) the causes of frustrated expectations and their consequences for occupation and schooling; (4) the role of skill acquisition in success or failure to fulfill aspirations; and (5) the incidence and duration of teenage unemployment and its longrun consequences for employment, schooling, and lifetime career expectations.

2B. PUBLIC EMPLOYMENT PROGRAMS

2-018 ASSESSING THE FEASIBILITY OF LARGE-SCALE COUNTERCYCLICAL PUBLIC JOB CREATION

THE URBAN INSTITUTE
WASHINGTON, D.C.

Contract 20-11-77-18
Project completed fiscal year 1978

Alan Fechter, Herbert Rubenstein, Dr. Harold L. Sheppard, et al.
June 1978

Report Descriptors: FEASIBILITY STUDY; PUBLIC EMPLOYMENT PROGRAMS; JOB CREATION
ETA R&D MONOGRAPH NO. 67

2-019 COUNTER-RECESSIONARY PUBLIC EMPLOYMENT

UNIVERSITY OF CALIFORNIA, INSTITUTE OF INDUSTRIAL RELATIONS
BERKELEY, CALIF.

Dr. Michael L. Wiseman

Grant 21-06-76-17
Project completed fiscal year 1979

Descriptors: IMPACT OF EMPLOYMENT AND TRAINING POLICIES; PUBLIC EMPLOYMENT PROGRAMS; SIMULATION; UNEMPLOYMENT; CETA PROGRAMS; UNEMPLOYMENT/INFLATION TRADEOFF

This report summarizes research by the author on various aspects of the use of subsidized employment in the public sector.

The report consists of three papers. One, "The Age of Cities, the Employment Effects of Business Cycles, and Public Service Employment," discusses factors that determine the interurban distribution of the economic dislocation brought about by recession. This paper argues that recessions have profound, and largely irreversible, effects on the urban employment structure, and, as a result, certain cities become dependent on public service employment (PSE) programs. The causal relationship between business cycle fluctuations and urban decay makes operation of a strictly countercyclical PSE program difficult, if not impossible.

A second paper,"CETA-Subsidized Public Employment in San Francisco," evaluates the operation of the PSE program in one U.S. city. The author concludes that PSE subsidized under the Comprehensive Employment and Training Act (CETA) is probably more successful in reaching disadvantaged workers than was subsidized employment under the Emergency Employment Act of 1971. The author attributes the improvement, in part, to innovative job creation efforts by the city's employment and training agency. He also points out that San Francisco managed a far larger expansion of PSE than planners had estimated. The buildup was accomplished partly by extending the range of admissible jobs, placing PSE participants in regular units of government, and, probably, tolerating some displacement of regularly budgeted positions by CETA personnel.

A third paper, "Evaluating the CETA Public Service Employment Program," summarizes Department of Labor evaluation of CETA public service employment programs as it existed in 1977.

STUDIES IN PUBLIC SERVICE EMPLOYMENT
December 1978

NTIS PB294260/AS

2-020* Evaluating the Macroeconomic Impact of the Public Service Employment Component of CETA

NORTHWESTERN UNIVERSITY
EVANSTON, ILL.

Marcus Alexis

Contract 20-17-79-57
Project still in progress

Descriptors: PUBLIC SERVICE EMPLOYMENT; UNEMPLOYMENT; WAGES; LABOR FORCE BEHAVIOR; CETA PROGRAMS

The purpose of this preliminary study is to estimate the reduction in the national unemployment rate which can be attributed to the public service employment buildup from May 1977 to March 1978. The impact on black unemployment during the same period will also be estimated.

At the completion of this study, a larger, more comprehensive one is planned.

2-021* An Evaluation of Public Service Employment in the Home Care Field

STATE COMMUNITIES AID ASSOCIATION
NEW YORK, N.Y.

Laurel Eisner

Grant 21-36-79-01
Project still in progress

Descriptors: PUBLIC EMPLOYMENT PROGRAMS; HEALTH OCCUPATIONS; HEALTH CARE; HEALTH CARE INDUSTRY; WELFARE PROGRAMS

The grantee is studying the impact of a public service employment (PSE) project in the home care field, which it is currently operating with funding from title VI of CETA through the prime sponsor in New York City. To do so, the grantee will work with Welfare Research, Inc. (WRI), which has a tandem grant to analyze data from the PSE project. The grantee is the lead organization in both the PSE effort and its evaluation and will, among other tasks, act as coordinator and liaison between its agencies and WRI in producing coded data as specified in the WRI research design. It will also contribute to any needed revisions of the research collection or design. The grantee will report on both its own findings and those of the WRI research. The report will discuss the problems involved and the benefits available in a project of this type and assess the feasibility of carrying out such a program nationally.

2-022* An Evaluation of Public Service Employment in the Home Care Field

WELFARE RESEARCH, INC.
ALBANY, N.Y.

Tom Clark

Grant 21-36-79-02
Project still in progress

Descriptors: PUBLIC EMPLOYMENT PROGRAMS; HEALTH OCCUPATIONS; HEALTH CARE; HEALTH CARE INDUSTRY; WELFARE PROGRAMS

Under a companion grant to that with the State Communities Aid Association (SCAA), this grantee is using data from the New York public service employment (PSE) project to test several assumptions about the suitability of many home health care jobs for significant numbers of welfare clients. Through a cooperative arrangement with SCAA, the grantee will follow a research design it developed with SCAA and OPER to test three basic hypotheses about increases in the human service industry, reductions in public assistance needs, and decreases in health care costs that may result from using PSE funds to employ welfare clients as home health care aides. Data from this study will be incorporated into findings from the SCAA study for the final report; however, Welfare Research, Inc., may produce a report of its own, if appropriate.

*Ongoing project—final report not yet available.

2-023* STUDY OF ELIGIBLE POPULATION PARTICIPANTS IN NONSUSTAINING PUBLIC SERVICE EMPLOYMENT

WESTAT, INC.
ROCKVILLE, MD.

John Herzog

Contract 20-24-77-44
Project still in progress

Descriptors: PUBLIC SERVICE EMPLOYMENT; JOB PLACEMENT; JOB APPLICANTS

The primary purpose of this study is to identify any problems CETA prime sponsors may have in reaching a sufficient number of eligible applicants and keeping an adequate pool of applicants for public service employment projects funded under title VI of CETA. To do so, project staff are interviewing representatives of selected prime sponsors, the employment service, and other participating agencies in the same jurisdictions in order to understand the process of creating, tapping, and replenishing pools of eligible applicants. The staff will then interview a national sample of potentially eligible people to identify why they do not participate in the program, and the resulting outcomes.

The study is concentrating on five groups—unemployment insurance (UI) recipients, UI exhaustees, unemployed people ineligible for UI, Work Incentive Program registrants, and unemployed veterans. An additional objective is to find out what happens to people who are judged eligible for PSE but do not get jobs.

2-024* SURVEY OF ISSUES CONCERNING PUBLIC SERVICE EMPLOYMENT WITH STATE AND LOCAL CIVIL SERVICE EMPLOYMENT STRUCTURES

E.H. WHITE AND CO.
SAN FRANCISCO, CALIF.

Dennis Porter

Contract 20-06-79-22
Project still in progress

Descriptors: UNION IMPACT; STATE AND LOCAL GOVERNMENTS; PUBLIC SERVICE EMPLOYMENT; PROGRAM DESIGN; PRIME SPONSORS (CETA); CIVIL SERVICE SYSTEM

This project will: (1) Survey and analyze prime sponsors' experiences with maintaining subsidized and unsubsidized workers under either dual or unified personnel systems and (2) document in detail the current practices of selected prime sponsors to provide guidance for decisionmakers in the Employment and Training Administration.

The project will explore, in a structured, uniform way, the issues involved in operating a personnel system for workers in subsidized public service employment (PSE) parallel to that for the regular work force or integrating PSE employees into the regular work force. This survey will include an examination of current requirements as to comparable benefits, problems involved in meeting these requirements, working conditions on special projects, differences between the projects and regular agencies in services to PSE participants, and union membership.

2-025* USE OF NON-PROFIT INSTITUTIONS AS SERVICE DELIVERERS FOR PSE EXPANSION AND TRANSITION

URBAN SYSTEMS RESEARCH AND ENGINEERING, INC.
CAMBRIDGE, MASS.

Lawrence N. Bailis

Contract 20-25-79-16
Project still in progress

Descriptors: WELFARE PROGRAMS; SERVICE DELIVERY SYSTEMS; PUBLIC SERVICE EMPLOYMENT; PROGRAM DESIGN; PRIME SPONSORS (CETA); JOB PLACEMENT; COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA)

This study is documenting and analyzing the placement of CETA participants in public service employment (PSE) with nonprofit organizatons. The objective is to assess the potential of these organizations as alternatives to local government agencies for use by prime sponsors seeking productive PSE placements. The planned products are a series of case studies and/or a prime sponsor handbook on how to develop PSE positions with nonprofit service deliverers.

Recent experience suggests that participants placed in nonprofit organizations have above-average rates of transition to permanent jobs. If this assessment confirms these indications, the materials produced will be designed to encourage expansion and upgrading of PSE placements in such organizations.

2-026 YOUTH SERVING THE COMMUNITY: REALISTIC PUBLIC SERVICE ROLES FOR YOUNG WORKERS

THE NATIONAL CHILD LABOR COMMITTEE
NEW YORK, N.Y.

Grant 21-36-77-12
Project completed fiscal year 1978

Seymour Lesh, Jeffrey Newman, Killian Jordan, and Charlotte Cash
March 1978

Report Descriptors: GUIDELINES FOR EMPLOYMENT AND TRAINING PROGRAMS; JOB CREATION; PUBLIC EMPLOYMENT PROGRAMS; YOUTH

NTIS PB280557/AS
ETA R&D MONOGRAPH NO. 68

2C. SUPPORTED EMPLOYMENT

2-027 SUPPORTED EMPLOYMENT PROJECTS IN THE PUBLIC SECTOR

VERA INSTITUTE OF JUSTICE
NEW YORK, N.Y.

Grant 92-36-72-12
Project completed fiscal year 1978

FIRST ANNUAL RESEARCH REPORT ON SUPPORTED EMPLOYMENT
Lucy N. Friedman
October 1973
Report Descriptors: DRUG USERS; CORRECTIONS; WELFARE RECIPIENTS; SUPPORTED EMPLOYMENT; ALCOHOLICS; PUBLIC EMPLOYMENT PROGRAMS
ETA LIMITED DISTRIBUTION

WILDCAT: THE FIRST TWO YEARS
November 1974
ETA LIMITED DISTRIBUTION

THIRD ANNUAL REPORT ON SUPPORTED EMPLOYMENT
December 1975
ETA LIMITED DISTRIBUTION

2-028* SUPPORTED EMPLOYMENT DEMONSTRATION PROJECT

MANPOWER DEMONSTRATION RESEARCH CORPORATION
NEW YORK, N.Y.
AND
MATHEMATICA, INC.
PRINCETON, N.J.

William J. Grinker

Grant 33-36-75-01
Project still in progress

Descriptors: DRUG USERS; AID TO FAMILIES WITH DEPENDENT CHILDREN; CHRONICALLY UNEMPLOYED; CORRECTIONS; SUPPORTED EMPLOYMENT; YOUTH

The overall objectives of this grant are to: (1) Determine the feasibility and potential of supported employment programs for ex-offenders, ex-addicts, welfare heads of households, and unemployed out-of-school youth who because of their backgrounds and work histories are unable to secure and maintain regular employment; (2) analyze and document the procedures and processes by which 15 jurisdictions can provide large-scale, low-stress employment not otherwise available to such individuals on a permanent basis; (3) conduct an indepth research study to determine the role of supported employment in a comprehensive employment strategy that deals with dependency populations; and (4) examine and evaluate the macro and micro economic and social implications of an expansion of supported employment programs to national scale.

The grantee will, in conjunction with the board of directors and the relevant Federal agencies, select and subcontract with 15 jurisdictions to operate 3-year supported employment programs. Each project will provide group work situations; onsite counselors; specialized employee training, motivation, and orientation; a full range of support services; and a job creation and development component. Additionally, the grantee will supervise the implementation of the overall research component and will subcontract with Mathematica, Inc. Approximately 5,600 subjects will be involved to carry out the specified research design.

HIGHLIGHTS OF SITE ACTIVITIES DURING THE PLANNING PERIOD OF THE SUPPORTED WORK DEMONSTRATIONS
William J. Grinker and Bernard Lefkowitz
June 1976
ETA LIMITED DISTRIBUTION

SUMMARY OF THE FIRST ANNUAL REPORT ON THE NATIONAL SUPPORTED WORK DEMONSTRATION
William J. Grinker and Martha Fay
December 1976
Report Descriptors: DRUG USERS; AID TO FAMILIES WITH DEPENDENT CHILDREN; CHRONICALLY UNEMPLOYED

NTIS PB287285/AS
ETA LIMITED DISTRIBUTION

SECOND ANNUAL REPORT ON THE NATIONAL SUPPORTED WORK DEMONSTRATION
William J. Grinker and Martha Fay
April 1978
Report Descriptors: DRUG USERS; AID TO FAMILIES WITH DEPENDENT CHILDREN; YOUTH; CORRECTIONS; SUPPORTED EMPLOYMENT; CHRONICALLY UNEMPLOYED

NTIS PB284334/AS
ETA LIMITED DISTRIBUTION

IMPLEMENTING SUPPORTED WORK
Joseph Ball
May 1978
Report Descriptors: DRUG USERS; AID TO FAMILIES WITH DEPENDENT CHILDREN; YOUTH; CORRECTIONS; SUPPORTED EMPLOYMENT; CHRONICALLY UNEMPLOYED
ETA LIMITED DISTRIBUTION

THE NATIONAL SUPPORTED WORK DEMONSTRATION PROJECT: EFFECTS DURING THE FIRST 18 MONTHS AFTER ENROLLMENT
Rebecca Maynard, Randall Brown, Jennifer Schore, et al
April 1979
NTIS PB299956/AS

***Ongoing project—final report not yet available.**

2D. TRAINING AND APPRENTICESHIP

2-029 An Analysis of Training Under the GI Bill

THE PUBLIC RESEARCH INSTITUTE OF THE CENTER FOR NAVAL ANALYSES
ARLINGTON, VA.

Grant 21-51-75-14
Project completed fiscal year 1978

VOUCHER FUNDING OF TRAINING: A STUDY OF THE GI BILL

Dr. David O'Neill and Sue Goetz Ross
October 1976

Report Descriptors: GI BILL OF RIGHTS; RETURNS ON EDUCATIONAL INVESTMENT; TRAINING EFFECTIVENESS AND IMPACT; VETERANS; RETURNS ON TRAINING; TRAINING PROGRAM MANAGEMENT; VOUCHERS FOR TRAINING

NTIS PB258764/AS

2-030* Apprenticeship, Training, and Labor Market Documentation of Woodsworking Training Program

OREGON STATE UNIVERSITY
CORVALLIS, OREG.

Gary W. Sorenson

Grant 21-41-78-41
Project still in progress

Descriptors: APPRENTICESHIP; ON-THE-JOB TRAINING (OJT); RELATED INSTRUCTION; LABOR DEMAND; TURNOVER; TRAINING EFFECTIVENESS AND IMPACT

This study will investigate a number of labor market and other issues in preparation for a later assessment of a model apprenticeship program in woodsworking skills and a decision on developing apprenticeship and training standards for the woodsworking industry. The model program, conducted by the Forest Education and Energy Institute of Ashland, Oreg., is to give apprentices experience in all phases of logging, reforestation, and thinning and familiarize them with all commonly used logging equipment.

Issues to be considered in the present study are the short- and long-term demand for woodsworkers, including the demand resulting from labor turnover, and the characteristics of applicants for woodsworking jobs. The project staff will look into the content and design of the apprenticeship training, the role of unions, and the ease of transferring the skills acquired to jobs outside of Oregon. They will also examine the program's recruitment techniques, especially its record on enrolling minority members and women. Other issues to be investigated are the job prospects, skills, and earnings of the trainees compared with those of workers recruited and informally trained by the industry.

2-031* Apprenticeship Training in Selected Public Works Occupations and Agencies

AMERICAN PUBLIC WORKS ASSOCIATION
CHICAGO, ILL.

Edward A. Peterson

Contract 20-17-79-48
Project still in progress

Descriptors: APPRENTICESHIP; GOVERNMENT WORK; STATE AND LOCAL GOVERNMENTS; TRAINING

The American Public Works Association will survey its members to determine the apprenticeable occupations and job opportunities for apprentices they provide, distribute the national apprenticeship and training standards that they have developed for eight public works occupations, and conduct a pilot apprenticeship training program for at least two of the eight occupations.

2-032* Development of a Benefit-Cost Methodology for Apprenticeship

MATHEMATICA POLICY RESEARCH, INC.
PRINCETON, N.J.

Charles D. Mallar and Craig V. D. Thornton

Contract 20-34-79-35
Project still in progress

Descriptors: APPRENTICESHIP; CONSTRUCTION INDUSTRY; COST EFFECTIVENESS; CRAFT WORKERS; EDUCATION; TRAINING EFFECTIVENESS AND IMPACT

This study will develop a method of measuring the costs and benefits of apprenticeship training. The researchers will also prepare a comprehensive economic analysis of the appropriate role of the Department of Labor in apprenticeship and information on which apprentices, unions, and employers can base their decisions regarding apprenticeship programs.

Preliminary work will consist of developing models of the apprenticeship process and using them to make hypotheses about the benefits and costs of apprenticeship training. The models will also facilitate the preparation of a benefit-cost accounting system. The researchers will work out alternative ways to measure the benefits and costs of apprenticeship training. They will also consider relevant policy issues and propose a research agenda for benefit-cost analysis of apprenticeship programs. The products of the project will be an annotated bibliography on apprenticeship and a final report.

2-033* Establishment of a Clearinghouse of Apprenticeship Information

KIRSCHNER ASSOCIATES, INC.
WASHINGTON, D.C.

Edward Davin

Grant 20-11-78-18
Project still in progress

Descriptors: APPRENTICESHIP; INFORMATION

Successful and innovative apprentice training, administrative, and recruitment practices will be selected for in-depth study. Innovations will be identified and case studies conducted in approximately six programs.

2-034 The Feasibility of Awarding Postsecondary Educational Credit on the Basis of Apprenticeship Programs Registered with the Bureau of Apprenticeship and Training

AMERICAN COUNCIL ON EDUCATION
WASHINGTON, D.C.

Grant 21-11-77-13
Project completed fiscal year 1978

John W. Kain
April 1978

Report Descriptors: APPRENTICESHIP; UNIVERSITIES AND COLLEGES; RELATED INSTRUCTION

NTIS PB284463/AS

2-035* Feasibility Study and Demonstration Project to Establish a One-Stop Apprenticeship Opportunity Center

THE UNIVERSITY OF TEXAS
AUSTIN, TEX.

Robert W. Glover

Grant 21-48-77-19
Project still in progress

Descriptors: APPRENTICESHIP; TESTING; EMPLOYMENT OPPORTUNITIES; CRAFT WORKERS

A one-stop center to register applicants for admission into apprenticeship programs is being tested in two cities. The centers are centralizing and streamlining the application and preliminary screening processes for apprenticeship entry in all occupations in Houston, Texas and Portland, Oregon. Current information on apprenticeship opportunities, remedial and other supportive services and assistance, and testing are available in the centers to qualify youth for apprentice openings.

2-036* Private Sector OJT of Disadvantaged Workers—An Industry Wide Approach

NORTHEASTERN UNIVERSITY
BOSTON, MASS.

Dr. Morris A. Horowitz

Grant 21-25-79-22
Project still in progress

Descriptors: TRAINING PRACTICES; JOB RETENTION; DISADVANTAGED; CAREER PATTERNS; TRAINING EFFECTIVENESS AND IMPACT

This project adds a research component to a current demonstration effort supported by the Employment and Training Administration's Office of National Programs to establish a national training program in the women's and children's clothing industry. The demonstration will try to place approximately 1,500 workers, mainly economically disadvantaged minorities and women, in the apparel industry in eight areas across the country.

The research component will investigate a number of issues, including: (1) Factors affecting the retention, training, and earnings of marginal workers and ways to improve their economic status; (2) the effect of variations in income maintenance programs on the labor market for low-income women; (3) the effect of age on productivity; (4) the source of male/female earnings differentials; (5) the best length of time for training; and (6) the determinants of earnings among blue-collar workers.

The research will assess the effectiveness of the demonstration program in increasing the earnings and work force attachment of marginal workers; measure the effectiveness of specific training approaches; and identify training techniques that can be reproduced in other settings. To do so, the researcher will collect and analyze data on pretraining employment and earnings, earlier training, training plans, and ongoing training. He will also prepare summary evaluations of training, retraining, and upgrading, and conduct a cost-benefit analysis.

2-037* A Research Study on the Effects of Relative Wages on the Level of Apprenticeship Training

OHIO WESLEYAN UNIVERSITY
DELAWARE, OHIO

Dr. Robert J. Gitter

Contract 20-39-79-45
Project still in progress

Descriptors: APPRENTICESHIP; CONSTRUCTION INDUSTRY; CRAFT WORKERS; ELASTICITY OF LABOR DEMAND; TRAINING; ECONOMIC ANALYSIS AND ECONOMETRICS

This study will try to determine how the wages of apprentices, relative to those of journeymen and helpers, affect their numbers. It will investigate the extent to which financial incentives could induce employers to hire more apprentices, estimate the cost of an incentives program, and recommend the incentives that seem most likely to encourage the hiring of apprentices. Bureau of Labor Statistics data on 3,000 firms will be used to construct a model, which will be applied separately to the occupations of carpenters, plumbers, and electricians.

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*Ongoing project—final report not yet available.

2-038* Rural Employment Outreach Experimental and Demonstration Project (Tennessee-Tombigbee Project)

THE NATIONAL RURAL CENTER
WASHINGTON, D.C.

Kenneth Johnson and Curtis Toews

Grant 21-11-76-06
Project still in progress

Descriptors: RURAL ARES; WORKER DEVELOPMENT; BLACKS; AFFIRMATIVE ACTION PLANS; RECRUITMENT; CONSTRUCTION INDUSTRY

The objective of this grant is to develop a process for improving the exchange of information and assist in setting up coordinated job referral, affirmative action, and training activities at selected rural demonstration sites, where large-scale Federal construction is being undertaken.

As part of these activities, the grantee helps prepare affirmative action regulations and start outreach and training programs for the minority populations of the demonstration areas. Once the regulations and programs are in operation, the grantee measures their effect in increasing employment opportunities for the minority population of the rural areas. This effort is a 4-year project. In the first year, basline data were collected to compare the McClellan-Kerr Arkansas River Navigation Project, which was built without affirmative action regulations and outreach and training programs, with the Tennessee-Tombigbee Waterway, which has regulations and programs that the grantee helped to institute. In the next 2 years, the grantee helped draw up regulations and establish programs at five other sites. In the fourth year, the grantee will write a final research report, a policy paper, and a monograph for community-based groups interested in replicating these activities.

RURAL JOBS FROM RURAL PUBLIC WORKS: A RURAL EMPLOYMENT OUTREACH EXPERIMENTAL AND DEMONSTRATION PROJECT, PHASE ONE, FEBRUARY 1, 1976 TO JANUARY 31, 1977

Lamond Godwin, Curtis Toews, Kathryn Baker, and John Cornman
October 1977

NTIS PB283093/AS
Also available from the National Rural Center, 1828 L Street, N.W., Suite 1000, Washington, D.C. 20036.

RURAL JOBS FROM RURAL PUBLIC WORKS, PHASE TWO, FEBRUARY 1, 1977, TO JANUARY 31, 1978

Curtis Toews, Kenneth Johnson, Kathryn Baker, Thomas Till, Walter Davis, and John Cornman
January 1978

NTIS PB283314/AS
Also available from the National Rural Center, 1828 L Street, N.W., Suite 1000, Washington, D.C. 20036.

RURAL JOBS FROM RURAL PUBLIC WORKS, PHASE THREE, FEBRUARY 1, 1978, TO JANUARY 31, 1979

Curtis Toews, Kenneth Johnson, Kathryn Baker, Walter Davis, Pat Waugh, Ulysses Bell, and John Cornman
January 1979

NTIS PB296245/AS

2-039* Study of Apprenticeship Programs in the Skilled Metal Trades of the IAM and AW (International Association of Machinists and Aerospace Workers)

INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS
WASHINGTON, D.C.

Charles E. Bradford

Contract 20-11-79-25
Project still in progress

Descriptors: APPRENTICESHIP TRAINING; UNIONS; MACHINISTS; MACHINE TOOL INDUSTRY; SKILLED WORKERS; METALWORKING INDUSTRIES

As metal trades craft workers have become more widely distributed over a number of speciality crafts, in more than 20 broadly defined manufacturing industries, the IAM & AW has had difficulty keeping abreast of developments in apprenticeship programs covering its members. Even though the IAM encourages its locals to enter into apprenticeship agreements with all their employers, the union is aware that it does not have complete and precise information on the extent or quality of apprenticeship programs affecting its members.

The purpose of this study is to acquire comprehensive and accurate information on apprenticeship programs for metal trades workers in each industry in which they are employed. In the first phase of the project, the IAM will survey all its local affiliates to determine: (1) The extent to which collective-bargaining agreements spell out the establishment of apprenticeship programs; (2) which of the various metal trades skills are covered; (3) whether programs are active or inactive; and (4) the extent to which joint apprenticeship and training committees are involved in the programs. The union will also gather information on the types of metal trades skills covered by each program and the number of participants at the time of the survey. During subsequent phases the IAM will seek more detailed qualitative information in order to develop and/or upgrade national standards for the various types of apprenticeship programs required and expand and promote apprenticeship among its members.

2-040 A Study to Assess the Feasibility of Developing Measures of the Quality of Training Provided in CETA

GREAT LAKES RESEARCH, INC.
MINNEAPOLIS, MINN.

Emil Marotzke

Contract 20-27-78-43
Project completed fiscal year 1979

Descriptors: EFFECTIVENESS OF PROGRAMS; OCCUPATIONAL TRAINING; TRAINING PROGRAM MANAGEMENT

This project studied the feasibility of a limited number of approaches to evaluating the quality of CETA training. The study report recommends different types of evaluations at successive stages of the training process: Institutional assessment to evaluate the quality of a training program before it is selected; employer involvement in deciding on appropriate training; and testing of participants before and after training. Finally, it recommends outcome analysis to measure the performance of former trainees in training-related employment.

William Pollock
March 1979

NTIS PB300601/AS

2-041* A Survey of Apprenticeship Programs in U.S. Federal Correctional Institutions

ASSOCIATE CONSULTANTS, INC.
WASHINGTON, D.C.

Lawrence Landry

Contract 20-11-79-49
Project still in progress

Descriptors: APPRENTICESHIP; CORRECTIONS; CRAFT WORKERS; EFFECTIVENESS OF PROGRAMS; OFFENDERS; TRAINING

This study will investigate apprenticeship programs, including those for women, in Federal correctional institutions. Project staff will obtain and analyze specific information on training goals, number of participants by occupation, duration and quality of training, staff, and supportive services. The results will serve as a guide to policymakers who wish to develop or expand such programs.

2-042* Technical Support for the DOL Task Force on Apprenticeship

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Dr. Beatrice G. Reubens

Contract 20-36-79-01
Project still in progress

Descriptors: APPRENTICESHIP; TRAINING; VOCATIONAL EDUCATION; EUROPE

This project is providing expert assistance to a Department of Labor task force preparing a report on new developments in the apprenticeship systems of foreign countries which may be used to improve the U.S. system.

The Labor Department will assess and compare the apprenticeship systems and other initial vocational training methods used in the United States and other countries. Some subjects to be assessed are the relationship among trade unions, management, and government in operating the apprenticeship system; the role of small firms in apprenticeship; the funding systems used to support apprenticeship; and the effects of the changing occupational distribution of workers on the size and quality of apprenticeship programs.

2-043 To Test the Feasibility of Developing Data on Nonregistered Apprentices by Occupation and Industry and State Using Two Ongoing Statistical Programs

MANPOWER AND EDUCATION RESEARCH ASSOCIATES
ARLINGTON, VA.

Grant 21-51-78-22
Project completed fiscal year 1978

REPORT ON PROJECT TO TEST THE FEASIBILITY OF DEVELOPING DATA ON NONREGISTERED APPRENTICES BY OCCUPATION AND INDUSTRY AND BY STATE USING TWO ONGOING STATISTICAL PROGRAMS

Sol Swerdloff
May 1978

Report Descriptors: APPRENTICESHIP; INFORMATION SYSTEMS; EMPLOYMENT AND TRAINING SERVICES INFORMATION; DATA SOURCES AND USE; QUESTIONNAIRE

NTIS PB287192/AS

2-044* Training and Retention of Disadvantaged Workers in Private Sector OJT

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

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*Ongoing project—final report not yet available.

Elisabeth K. Allison

Grant 21-25-78-31
Project still in progress

Descriptors: TRAINING EFFECTIVENESS AND IMPACT; TRAINING PRACTICES; JOB RETENTION; DISADVANTAGED; CAREER PATTERNS

This study adds a research component to a project currently underway to establish a national training program in the men's tailored clothing industry. The project, which calls for training for steady and relatively high-paying jobs located in older urban areas for 1,500 workers, most of whom are economically disadvantaged minorities and women, provides a major placement opportunity. It also permits industry to learn to train more efficiently, reduce turnover, retrain, and upgrade. (The project is being supported by the Employment and Training Administration's Office of National Programs.) The research component investigates a range of problems, including the following: (1) Determining how marginal workers can be brought into full participation in economic life, specifically considering such factors as training method, supervisor characteristics, local economic conditions, and applicant's work history on job retention; (2) measuring the effectiveness of specific training approaches; (3) determining the source of male/female earnings differentials and the effect of age on productivity; and (4) gathering information on how new employees can be more efficiently matched with jobs.

The researcher will collect "base-line" data on the industry's current training practices; conduct statistical analyses, measuring benefits or associating benefits with specific program components; undertake a cost-benefit analysis; and analyze the reproducibility of training methods that are identified as especially effective.

2-045* Women and Apprenticeship: A Study of Programs Designed to Facilitate Women's Participation in Skilled Trades

INSTITUTE FOR WOMEN'S CONCERNS
ARLINGTON, VA.

Roslyn D. Kane

Grant 21-51-79-16
Project still in progress

Descriptors: APPRENTICESHIP; APPRENTICESHIP RETENTION; WOMEN; ADJUSTMENT; APPRENTICESHIP OUTREACH PROGRAMS; JOB SATISFACTION

The purpose of this project is to assess the results achieved by 10 selected apprenticeship programs with specific components designed to increase the number of women admitted and retained. Project staff will evaluate current program operations as to the women served, the type of service they receive, the program's success in placing women in apprenticeship, the type of apprenticeship in which they are placed, their retention, and the cost of each component.

On the basis of each program's past performance and achievement of its objectives during the year (when data collection will be standardized and carefully monitored), the researchers will develop a model that can be replicated in other cities. Besides producing a single core model, they will describe additional or alternative components designed to respond to different settings, sources of funding, types of apprenticeship, and economic climates.

The model is expected not only to assist women to overcome their problems but also to help assure employers, unions, and contractors that they will be able to meet their goals and timetables.

2E. UPGRADING AND JOB RESTRUCTURING

2-046* Developing Strategies for Implementing Findings of Health Services Mobility Study

HEALTH AND EDUCATION RESOURCES, INC.
BETHESDA, MD.

Audrey Moore and Eileen M. Lavine

Grant 21-24-78-57
Project still in progress

Descriptors: HEALTH OCCUPATIONS; JOB ANALYSIS; JOB DESCRIPTION; HOSPITALS; UPGRADING; EDUCATION

The purpose of this grant is to develop and carry out a national invitational conference to plan specific strategies and secure commitments for implementation of the findings and results of the Health Services Mobility Study (HSMS). Prior to the conference, the grantee convened a preliminary expert review panel to provide analytical critiques of the HSMS methodology to help set the focus and determine the agenda for the proposed conference.

The grantee prepared a report of the proceedings of the conference, as well as developed position papers and other information devices to stimulate implementation of the HSMS system in radiology and radiological technology, in other health areas, and in other fields, and disseminated information on the HSMS methodology and results for broader application, including feasibile next steps to be taken in the implementation process.

DEVELOPING STRATEGIES FOR IMPLEMENTATION OF THE HEALTH SERVICES MOBILITY STUDY, PROCEEDINGS OF A CONFERENCE, JANUARY 30, TO FEBRUARY 1, 1979.
April 1979

NTIS PB296737/AS
Available from Health and Education Resources, Inc., 4733 Bethesda Avenue, Bethesda, Md. 20014

2-047 A Feasibility Study to Develop a Strategy for Implementation and Utilization of Findings of the Health Services Mobility Study

HEALTH AND EDUCATION RESOURCES, INC.
BETHESDA, MD.

Grant 21-24-77-06
Project completed fiscal year 1978

EXPLORING WAYS TO IMPLEMENT THE HEALTH SERVICES MOBILITY STUDY: A FEASIBILITY STUDY

Eileen M. Lavine and Audrey Moore
December 1977

Report Descriptors: HEALTH OCCUPATIONS; JOB ANALYSIS; HOSPITALS; UPGRADING; JOB DESCRIPTION; EDUCATION

NTIS PB283686/AS
Also available from Health and Education Resources, Inc., 9650 Rockville Pike, Bethesda, Md. 20014.

2-048 HEALTH SERVICES MOBILITY STUDY (HSMS)

THE RESEARCH FOUNDATION OF THE CITY UNIVERSITY OF NEW YORK
NEW YORK, N.Y.

Contract 82-34-69-34
Project completed fiscal year 1978

TRAIN PRACTICAL NURSES TO BECOME REGISTERED NURSES: A SURVEY OF THE PN POINT OF VIEW (RESEARCH REPORT NO.1)

Dr. Eleanor G. Gilpatrick
June 1968

Report Descriptors: HEALTH OCCUPATIONS; JOB ANALYSIS; HOSPITALS; UPGRADING; EDUCATION; ORGANIZATIONAL STRUCTURE

NTIS PB271356/AS
A limited number of copies of selected project reports may be obtained from Dr. Eleanor Gilpatrick, Health Services Mobility Study, 302 West 12th Street, New York, N.Y. 10014.

THE OCCUPATIONAL STRUCTURE OF NEW YORK CITY MUNICIPAL HOSPITALS (RESEARCH REPORT NO.2)

Dr. Eleanor G. Gilpatrick and Paul K. Corliss
1970

Report Descriptors: HEALTH OCCUPATIONS; JOB ANALYSIS; HOSPITALS; UPGRADING

NTIS PB273905/AS

THE DESIGN OF CURRICULUM GUIDELINES FOR EDUCATIONAL LADDERS USING TASK DATA, (WORKING PAPER NO. 11)

Christina Gullion and Dr. Eleanor G. Gilpatrick
July 1973

Report Descriptors: CURRICULUMS; UPGRADING; HEALTH OCCUPATIONS; JOB ANALYSIS; TESTING; OCCUPATIONAL STRUCTURE; OCCUPATIONAL MOBILITY; HANDBOOKS

NTIS PB225035/AS

HEALTH SERVICES MOBILITY STUDY, FINAL REPORT FOR THE PERIOD OCTOBER 1967 TO MARCH 1972 (TECHNICAL REPORT NO. 11)

Dr. Eleanor G. Gilpatrick
1972

Report Descriptors: HEALTH OCCUPATIONS; UPGRADING; HOSPITALS; JOB ANALYSIS; ORGANIZATIONAL STRUCTURE; NEW YORK, NEW YORK

NTIS PB210912/AS

HEALTH SERVICES MOBILITY STUDY, FIRST PROGRESS REPORT FOR PHASE IV FOR THE PERIOD APRIL 1, 1972 TO MARCH 15, 1973. (TECHNICAL REPORT NO. 12)

Dr. Eleanor G. Gilpatrick
1973

Report Descriptors: HEALTH OCCUPATIONS; UPGRADING; HOSPITALS; JOB ANALYSIS; ORGANIZATIONAL STRUCTURE; NEW YORK, NEW YORK

NTIS PB222321/AS

SUGGESTIONS FOR JOB AND CURRICULUM LADDERS IN HEALTH CENTER AMBULATORY CARE, (RESEARCH REPORTS NOS. 4 AND 5)

Dr. Eleanor G. Gilpatrick
1972

Report Descriptors: HEALTH OCCUPATIONS; UPGRADING; HOSPITALS; JOB ANALYSIS; ORGANIZATIONAL STRUCTURE; NEW YORK, NEW YORK

NTIS PB269586/AS

HEALTH SERVICES MOBILITY STUDY, AN INTRODUCTION TO THE WORK OF THE HEALTH SERVICES MOBILITY STUDY, AS OF APRIL 1975 (TECHNICAL REPORT NO. 13)

Dr. Eleanor G. Gilpatrick
January 1976

Report Descriptors: HEALTH OCCUPATIONS; UPGRADING; HOSPITALS; JOB ANALYSIS; ORGANIZATIONAL STRUCTURE; NEW YORK, NEW YORK

NTIS PB252418/AS

TASK DESCRIPTIONS IN DIAGNOSTIC RADIOLOGY (RESEARCH REPORT NO. 7)

VOLUME 1, MEDICAL TASKS: WHAT THE RADIOLOGIST DOES

July 1976

Report Descriptors: HEALTH OCCUPATIONS; JOB ANALYSIS; HOSPITALS; UPGRADING; JOB DESCRIPTION; EDUCATION

NTIS PB257224/AS

VOLUME 2, RADIOLOGIC TECHNOLOGIST TASKS DEALING WITH PATIENT PROCEDURES, PART I: TASKS 7 THROUGH 386

August 1976

NTIS PB261008/AS

***Ongoing project—final report not yet available.**

VOLUME 2, RADIOLOGIC TECHNOLOGIST TASKS DEALING WITH PATIENT PROCEDURES, PART II: TASKS 387 THROUGH 526

August 1976

NTIS PB261009/AS

VOLUME 3, MACHINE-RELATED, PATIENT CARE, AND ADMINISTRATIVE TASKS

September 1976

NTIS PB258653/AS

VOLUME 4, INDEX OF TASKS BY CODE NUMBER AND EXTENDED NAME

September 1976

NTIS PB258654/AS

USING TASK DATA IN DIAGNOSTIC RADIOLOGY (RESEARCH REPORT NO. 8)

VOLUME 1, JOB LADDERS: ASSIGNING TASKS TO JOBS

Dr. Eleanor G. Gilpatrick
May 1977

Report Descriptors: HEALTH OCCUPATIONS; JOB ANALYSIS; HOSPITALS; UPGRADING; EDUCATION; ORGANIZATIONAL STRUCTURE

NTIS PB270459/AS

VOLUME 2, CURRICULUM OBJECTIVES FOR RADIOLOGIC TECHNOLOGY

Dr. Eleanor G. Gilpatrick and Dr. Christina Gullion
May 1977

NTIS PB270460/AS

THE TECHNOLOGIST FUNCTION IN FIELDS RELATED TO RADIOLOGY: TASKS IN RADIATION THERAPY AND DIAGNOSTIC ULTRASOUND (RESEARCH REPORT NO. 9)

Dr. Eleanor G. Gilpatrick
October 1977

Report Descriptors: HEALTH OCCUPATIONS; JOB ANALYSIS; HOSPITALS; UPGRADING; EDUCATION; ORGANIZATIONAL STRUCTURE

NTIS PB289494/AS

RELATING TECHNOLOGIST TASKS IN DIAGNOSTIC RADIOLOGY, ULTRASOUND AND RADIATION THERAPY, RESEARCH REPORT NO. 10

Dr. Eleanor G. Gilpatrick
October 1977

NTIS PB289495/AS

THE HEALTH SERVICES MOBILITY STUDY METHOD OF TASK ANALYSIS AND CURRICULUM DESIGN (RESEARCH REPORT NO. 11)

VOLUME 1, BASIC TOOLS: CONCEPTS, TASK IDENTIFICATION, SKILL SCALES, AND KNOWLEDGE SYSTEM

November 1977

NTIS PB286913/AS

VOLUME 2, WRITING TASK DESCRIPTIONS AND SCALING TASKS FOR SKILLS AND KNOWLEDGE: A MANUAL

November 1977

NTIS PB286914/AS

VOLUME 3, USING THE COMPUTER TO DEVELOP JOB LADDERS

December 1977

NTIS PB286915/AS

VOLUME 4, DEVELOPING CURRICULUM OBJECTIVES FROM TASK DATA: A MANUAL

Dr. Eleanor G. Gilpatrick and Dr. Christina Gullion
December 1977

NTIS PB286916/AS

2-049 IMPACT AND EFFECT OF THE JOB ADVANCEMENT TRAINING R&D PROJECT IN THE NORTHERN CALIFORNIA CANNING INDUSTRY

CENTER FOR APPLIED MANPOWER RESEARCH
BERKELEY, CALIF.

Grant 21-06-74-06
Project completed fiscal year 1977

LAYOFF TIME TRAINING: A KEY TO UPGRADING, WORKFORCE UTILIZATION, AND EEOC AFFIRMATIVE ACTION

Curtis C. Aller, Donald Mayall, John Mitchell, and David C. Roberts
September 1977

Report Descriptors: UPGRADING; WOMEN; CANNING INDUSTRY; UNIONS; SEASONAL EMPLOYMENT; TRAINING PRACTICES; CALIFORNIA

NTIS PB272523/AS
ETA R&D MONOGRAPH NO. 61

2-050* IMPROVING THE UTILIZATION OF HEALTH MANPOWER

NORTHEASTERN UNIVERSITY
BOSTON, MASS.

Dr. Harold M. Goldstein and Dr. Morris A. Horowitz,
Center for Medical Manpower Studies

Grant 42-25-72-10 (formerly Contract 41-9-004-23 and Grant 91-23-67-57)
Project still in progress

Descriptors: HEALTH OCCUPATIONS; UPGRADING; HOSPITALS; JOB ANALYSIS; ORGANIZATIONAL STRUCTURE; MASSACHUSETTS, BOSTON

The principal objectives of this project are: (1) To determine whether and how recommendations made in a study of the Cambridge Hospital have been carried out; (2) to analyze why certain changes were or were not made; (3) to analyze the longrun and cumulative effects of such changes; (4) to disseminate findings from this and other studies among other hospitals in the area; (5) to explore the development of research techniques for measuring how much change has taken place through improvement in quality of medical services; and (6) to compile a list of "marginal medical functions" which could be performed as well or better by paramedical personnel.

The researchers are attempting to act as change agents, in working with the hospitals to collect data on hiring, terminations, wage rates, job descriptions, job functions, and personnel utilization. They are also attempting to utilize in these hospitals the findings from other research and development efforts in the health occupations area.

Other research efforts include the following: (1) The center will determine the changes over a 5-year period in the various occupational groups within the health field in the Boston area whether there is an underutilization of hospital bed capacity, and the effects of the growth of nonhospital health facilities; (2) the center will assess the impact on the number and composition of health workers under each National Health Insurance (NHI) plan currently under congressional consideration, projecting the demand for facilities, services, health care, and health care personnel, based on current manpower structure and each NHI proposal, with attention focused on those occupations that may be considered as potential entry-level and middle-level occupations; and (3) the center will consider the impact of unionization of health workers by appraising whether unionization and collective bargaining are (a) improving the job and career opportunities for the disadvantaged in an expanding sector, (b) opening new opportunities to minorities and to women, (c) enhancing the status of hospitals as employers of nonprofessionals, thereby insuring more stable patterns of employment among this group, and (d) fostering efforts to utilize labor more effectively to control costs.

In addition, the researchers have analyzed almost 6,000 requests for copies of their earlier report in an attempt to build a using public for their own findings and those of other researchers in the allied health manpower area.

IMPROVING THE UTILIZATION OF HEALTH MANPOWER TWO-YEAR REPORT OF JUNE 30, 1972, TO JUNE 30, 1974

July 1974

Report Descriptors: HEALTH OCCUPATIONS; UPGRADING; OCCUPATIONAL MOBILITY; JOB ANALYSIS; MASSACHUSETTS, BOSTON

NTIS PB236324/AS
Also available from Center for Medical Manpower Studies, Northeastern University, Boston, Mass. 02115.

RESEARCH AND DEVELOPMENT IN THE UTILIZATION OF MEDICAL MANPOWER

October 1974
Available from Center for Medical Manpower Studies, Northeastern University, Boston, Mass. 02115.

GUIDE TO RESTRUCTURING MEDICAL MANPOWER OCCUPATIONS IN HOSPITALS

July 1975
Available from Center for Medical Manpower Studies, Northeastern University, Boston, Mass. 02115.

HEALTH PERSONNEL: MEETING THE EXPLOSIVE DEMAND FOR MEDICAL CARE

July 1977

Report Descriptors: HEALTH OCCUPATIONS; UPGRADING; OCCUPATIONAL MOBILITY; JOB ANALYSIS
Published by Aspen Systems Corporation, 20010 Century Blvd., Germantown, Md. 20767.

ENTRY-LEVEL HEALTH OCCUPATIONS: DEVELOPMENT AND FUTURE

April 1977

Report Descriptors: HEALTH OCCUPATIONS; UPGRADING; OCCUPATIONAL MOBILITY; JOB ANALYSIS; ENTRY-LEVEL EMPLOYEE PROBLEMS

NTIS PB269790/AS
Available from Center for Medical Manpower Studies, Northeastern University or The Johns Hopkins University Press, (Policy Studies in Employment and Welfare No. 27, $3.25).

UTILIZATION OF HEALTH PERSONNEL: A FIVE HOSPITAL STUDY

VOLUME I, REPORT

March 1978

Report Descriptors: HEALTH OCCUPATIONS; UPGRADING; HOSPITALS; JOB ANALYSIS; ORGANIZATIONAL STRUCTURE; MASSACHUSETTS, BOSTON

NTIS PB284191/AS

VOLUME II, STATISTICAL TABLES A1-A115

March 1978

NTIS PB284192/AS
Available from the Center for Medical Manpower Studies, Department of Economics, Northeastern University, Boston, Mass. 02115.

***Ongoing project—final report not yet available.**

2-051 The Minority Women Employment Program: A National Demonstration Program to Facilitate Entry of Minority Women into Managerial, Professional, and Technical Occupations

RECRUITMENT AND TRAINING PROGRAM, INC.
NEW YORK, N.Y.

Contract 20-36-75-15
Project completed fiscal year 1978

VOLUME I

Robert W. Glover and Paula S. Greenfield
November 1976

Report Descriptors: MINORITIES; COUNSELING AND GUIDANCE; JOB PLACEMENT; RECRUITMENT; HIRING PRACTICES; WOMEN; OKLAHOMA, TULSA; OHIO, DAYTON; OHIO, CINCINNATI; CALIFORNIA, LOS ANGELES; TEXAS, DALLAS; TEXAS, HOUSTON; LOUISIANA, NEW ORLEANS; GEORGIA, ATLANTA; OKLAHOMA, OKLAHOMA CITY

NTIS PB264940/AS

VOLUME II
November 1976

NTIS PB264941/AS

PLACING MINORITY WOMEN IN PROFESSIONAL JOBS

Robert W. Glover
February 1977

Report Descriptors: RECRUITMENT; MINORITIES; WOMEN; WHITE-COLLAR OCCUPATIONS; JOB PLACEMENT; JOB DEVELOPMENT; HANDBOOKS
ETA R&D MONOGRAPH NO. 55

2-052* RTP/Arkansas State Employment Service Demonstration Project for Placing Minorities in Professional and Managerial Jobs

RECRUITMENT AND TRAINING PROGRAM, INC.
NEW YORK, N.Y.

William Ross

Contract 20-36-77-13
Project still in progress

Descriptors: MINORITIES; COUNSELING AND GUIDANCE; JOB PLACEMENT; PUBLIC EMPLOYMENT SERVICE; RECRUITMENT; ARKANSAS, LITTLE ROCK; ARKANSAS, FORT SMITH

This is a 2-year demonstration project testing the feasibility of joint efforts between local employment service operations and the Minority Women Employment Program (MWEP). It uses techniques developed for placing college-educated minority women in professional, technical, and managerial jobs (see Contract 20-36-75-15) and in special "outreach" programs that place minority youth in building trades apprenticeships. The program is being tested in the Little Rock and Fort Smith, Ark., employment service offices and should increase the placement of college-educated minority women and men in jobs commensurate with their skills.

Placement techniques include locating well-qualified applicants, preparing them to perform well in the screening procedures of applicable firms, providing counseling, making employer contacts, and conducting job development. The project includes a research component, with staff from the University of Texas documenting and assessing the effectiveness of the project, providing research assistance, and assisting in training project staff.

2-053* RTP/State Employment Service Demonstration Project for Placing Minorities in Managerial and Professional Jobs

RECRUITMENT AND TRAINING PROGRAM, INC.
NEW YORK, N.Y.

William Ross

Contract 20-36-79-29
Project still in progress

Descriptors: MINORITIES; JOB PLACEMENT; PUBLIC EMPLOYMENT SERVICE; RECRUITMENT; COUNSELING AND GUIDANCE; ARIZONA, PHOENIX

This demonstration project will test the feasibility of linking the Recruitment and Training Program, Inc. (RTP), with a State employment service in order to increase placement of minorities in managerial, professional, and technical jobs. RTP will serve as an adjunct to a local public employment service office, providing special applicant recruitment, job development, and job readiness counseling for college-educated minority women and men. These techniques proved highly successful in the Minority Women Employment Program (MWEP) demonstration, which placed minority women in professional, managerial, and technical jobs in firms and industries that had previously employed few or no minorities in such positions (see contract 20-36-75-15).

In the current project, staff will select a test city, work with a State employment service to serve minorities in that city, and assess the effectiveness of contract services in increasing opportunities for minorities in high-level jobs.

2-054 Survey of Sheltered Workshops and Their Handicapped Clients

EMPLOYMENT STANDARDS ADMINISTRATION,
U.S. DEPARTMENT OF LABOR
WASHINGTON, D.C.

Contract 20-11-73-25
Project completed fiscal year 1978

SHELTERED WORKSHOP STUDY: A NATIONWIDE REPORT ON SHELTERED WORKSHOPS AND THEIR EMPLOYMENT OF HANDICAPPED INDIVIDUALS

Claude W. Whitehead and Jack I. Karlin
1977

Report Descriptors: REHABILITATION; SHELTERED WORKSHOPS; HANDICAPPED; ASSESSMENT AND EVALUATION; FAIR LABOR STANDARDS ACT; FRINGE BENEFITS; JOB PLACEMENT
ETA

Reports are available from Employment Standards Administration, U.S. Department of Labor, Division of Research, Washington, D.C. 20210.

STATISTICAL APPENDIX

June 1977
ETA

VOL. II

Claude W. Whitehead and Leonard S. Baker
March 1979

Report Descriptors: SHELTERED WORKSHOPS; HANDICAPPED; EMPLOYMENT; INCOME; REHABILITATION; FRINGE BENEFITS
ETA COPIES LIMITED

2-055 TRAINING FOR UPGRADING IN THE NORTHERN CALIFORNIA CANNING INDUSTRY

JOINT COMMITTEE FOR CANNERY INDUSTRY TRAINING PROGRAM, INC.
WALNUT CREEK, CALIF.

Contract 20-06-74-12
Project completed fiscal year 1977

LAYOFF TIME TRAINING: A KEY TO UPGRADING, WORKFORCE UTILIZATION AND EEOC AFFIRMATIVE ACTION

Curtis C. Aller, Donald Mayall, John Mitchell, and David C. Roberts
September 1977

Report Descriptors: CANNING INDUSTRY; UPGRADING; TRAINING EFFECTIVENESS AND IMPACT; LAYOFFS; UNIONS; SEASONAL EMPLOYMENT; CALIFORNIA

NTIS PB272523/AS
ETA R&D MONOGRAPH NO. 61

2F. WELFARE RECIPIENT PROGRAMS

2-056 AN ANALYSIS OF UNASSIGNED RECIPIENTS IN THE WIN PROGRAM

P/RA RESEARCH, INC.
EAST MEADOW, N.Y.

Contract 51-36-76-03
Project completed fiscal year 1978

Robert Anderson
April 1978

Report Descriptors: WORK INCENTIVE (WIN) PROGRAM; WELFARE RECIPIENTS; AID TO FAMILIES WITH DEPENDENT CHILDREN

NTIS PB284870/AS

2-057* ASSESSMENT OF A WIN QUALITY TRAINING DEMONSTRATION PROGRAM

BUREAU OF SOCIAL SCIENCE RESEARCH, INC.
WASHINGTON, D.C.

Laure M. Sharp

Grant 51-11-78-03
Project still in progress

Descriptors: TRAINING; WORK INCENTIVE (WIN) PROGRAM; AID TO FAMILIES WITH DEPENDENT CHILDREN; WELFARE PROGRAMS

This experimental project is testing whether long-term, high-quality skill training can enable female heads of households on AFDC to move from the secondary to the primary labor market and become self-supporting. The project is an initial effort to explore the feasibility of establishing a training component comprised of selected training institutions that offer tightly structured instructional formats, remedial education for trainees without high school equivalencies, and a proven record of placing graduates in expanding occupations with starting wages of more than $10,000 per year. The project is operating in Chicago, Ill., and Columbus, Ohio under contract with the Bell and Howell Education Group.

The researchers will use a random experimental control group to compare the outcomes for women taking the training and those receiving shorter term WIN services. The project is exploring the following questions: (1) Is there a pool of female WIN registrants who can meet eligibility criteria and are likely to succeed in high-quality skill training? (2) What is the expected dropout rate of such a program and how can it be minimized? (3) What are the job market outcomes for program completers? Analysis will be based upon interviews collected before, during, and after the training.

2-058 ASSESSMENT OF WIN AND WELFARE TAX CREDITS

IMPACT, INC.
MINNEAPOLIS, MINN.

Contract 51-27-75-03
Project completed fiscal year 1977

David L. Thompson, Jan Parkinson, and Dorothy Bonnallie
March 1977

Report Descriptors: TAXES; WORK INCENTIVE (WIN) PROGRAM; WELFARE LEGISLATION; EMPLOYMENT PATTERNS; EMPLOYMENT POLICY

NTIS PB264952/AS

***Ongoing project—final report not yet available.**

2-059* BASELINE HOUSEHOLD SURVEYS FOR THE EMPLOYMENT OPPORTUNITY PILOT PROJECTS

WESTAT, INC.
ROCKVILLE, MD.

David M. Maklan

Contract 20-24-79-23
Project still in progress

Descriptors: JOB CREATION; PUBLIC EMPLOYMENT PROGRAMS; HOUSEHOLDS; WELFARE PROGRAMS; WELFARE RECIPIENTS

This project will conduct surveys to obtain labor force and other information on households in each of the 15 areas involved in the Employment Opportunity Pilot Projects. Data from the surveys will be used for a variety of evaluative research and operational purposes. Among them are verifying microsimulation model estimates of the demand for jobs; setting local wage rates for public service jobs; planning program services by CETA prime sponsors; and measuring the impact of the projects on participants and on local labor markets.

The surveys will also help to verify estimates of the need for public service jobs under welfare reform and provide other information required to plan and operate such a program.

2-060* DESCRIPTIVE NARRATIVE ASSESSMENT OF MILWAUKEE COUNTY'S WORK ASSISTANCE PROGRAM

THE UNIVERSITY OF WISCONSIN, MILWAUKEE
MILWAUKEE, WIS.

Philip E. Lerman

Grant 21-55-79-14
Project still in progress

Descriptors: SHELTERED WORKSHOPS; WELFARE RECIPIENTS; JOB CREATION; WELFARE PROGRAMS; DISADVANTAGED; CETA PROGRAMS; SOCIAL POLICIES; WISCONSIN, MILWAUKEE

This project will plan and conduct a descriptive assessment of the Work Assistance Program (WAP) in Milwaukee County, Wis. The WAP provides general work experience, job training, and placement to persons applying for or receiving general assistance. It is financed under CETA and title XX of the Social Security Act and is operated by a consortium of 11 public and private agencies. The program is generally considered successful in encouraging work by general assistance recipients and thereby reducing local property taxes.

The researcher will describe the program's history, operations, and impact on general assistance recipients and examine its significance. This examination should be of particular value to policymakers concerned with welfare reform.

2-061* AN EMPLOYMENT OPPORTUNITY PILOT PROJECTS RESEARCH DESIGN

MATHEMATICA POLICY RESEARCH, INC.
PRINCETON, N.J.

J. Alan Brewster

Contract 20-34-79-24
Project still in progress

Descriptors: JOB CREATION; WELFARE PROGRAMS; PUBLIC EMPLOYMENT PROGRAMS; WELFARE RECIPIENTS

The objective of this project is to develop a comprehensive research design for the Employment Opportunity Pilot Projects. This design, when carried out, should provide information on the feasibility and effectiveness of the pilot projects which will permit judgements about a nationwide program. The research should supply comprehensive information on such major issues as: (1) The job creation capacity of CETA prime sponsors; (2) the employability of project participants; (3) the accuracy of microsimulation estimates of the demand for jobs; (4) interactions with ongoing employment and income assistance programs; (5) organizational arrangements of the job supply delivery system; (6) effects on participants and the family unit; and (7) effects on the larger community. This information, plus the experience of the pilot projects, should facilitate nationwide implementation of the jobs component of welfare reform and permit refined estimates of total costs and service needs.

2-062* EOPP CLIENT TRACKING MANAGEMENT INFORMATION SYSTEM

INFOSYSTEMS TECHNOLOGY, INC.
FALLS CHURCH, VA.

Dr. Charles J. Testa

Contract 20-51-79-34
Project still in progress

Descriptors: COMPUTER SYSTEMS

The contractor is developing an interim client tracking and management information system for the Employment Opportunity Pilot Projects (EOPP), which are testing the jobs component of the Administration's welfare reform proposal. This interim system will provide needed information for monitoring, reporting to the President and the Congress, and analyzing the project from startup until a permanent system can be fully developed by another contractor.

To develop the interim system the contractor will: (1) Analyze the interim EOPP data base to insure that it meets Department of Labor requirements; (2) develop a detailed design of the interim data base; (3) develop the system software to meet the Department's requirements; (4) test the system and monitor its startup operation; (5) build a test data base and conduct an acceptance test; and (6) report on the test results.

2-063* An Extended Analysis of the AFDC-U Program

INSTITUTE OF BUSINESS AND ECONOMIC RESEARCH
BERKELEY, CALIF.

Dr. Michael L. Wiseman

Contract 51-06-77-02
Project still in progress

Descriptors: WORK INCENTIVE (WIN) PROGRAM; SUPPORTIVE SERVICES; POVERTY; AID TO FAMILIES WITH DEPENDENT CHILDREN

This study is examining the relationship between receipt of employment-related services and movement off welfare in the unemployed parent segment of the Aid to Families with Dependent Children (AFDC) case load. The primary data source is the Alameda County welfare sample collected during the welfare explosion years 1967-72. This sample was to provide information on the changing composition of the AFDC caseload over time (cross section data) and information on movements to and from welfare dependence under various administrative procedures and economic conditions (longitudinal data). Initial data from this sample indicate that receipt of a job and other supportive services significantly raises the probability that a father will be employed within 3 months. This study will seek to explain this effect by isolating those employment-related services that seem to produce an increase in employability. Client characteristics will also be disaggregated to determine those types of individuals for whom services do or do not make a difference. The study will also examine the likelihood that the family will return to the AFDC rolls in the future.

2-064 Feasibility Study for the Introduction of Vouchers into the Work Incentive Program

BUREAU OF SOCIAL SCIENCE RESEARCH, INC.
WASHINGTON, D.C.

Grants 51-11-73-02 and 51-41-74-01
Project completed fiscal year 1978

THE FEASIBILITY OF VOUCHERED TRAINING IN WIN: REPORT OF THE FIRST PHASE OF A STUDY

Dr. Ann Richardson and Dr. Laure M. Sharp
December 1974

NTIS PB238495/AS

SCHOOL'S RESPONSES TO VOUCHERED VOCATIONAL TRAINING: EXPERIENCES WITH THE PORTLAND WIN VOUCHER TRAINING PROGRAM

Bruce B. Dunning and James L. Unger
July 1975

NTIS PB246499/AS

OCCUPATIONAL CHOICES AND VOCATIONAL SCHOOL SELECTIONS: EXPERIENCES WITH THE PORTLAND WIN VOUCHER TRAINING PROGRAM

Bruce B. Dunning
December 1976

Report Descriptors: WORK INCENTIVE (WIN) PROGRAM; JOB PLACEMENT; VOUCHERS FOR TRAINING; OREGON

NTIS PB261924/AS

VOUCHERED SKILL TRAINING IN WIN: PROGRAM GUIDELINES AND SELECTED EMPIRICAL FINDINGS.

Dr. Ann Richardson
February 1977

Report Descriptors: VOUCHERS FOR TRAINING; WORK INCENTIVE (WIN) PROGRAM; WELFARE RECIPIENTS; OREGON, PORTLAND; MARYLAND, BALTIMORE; HANDBOOKS

NTIS PB264976/AS

THE FEASIBILITY OF FEASIBILITY TESTING: OBSERVATIONS FROM THE PORTLAND WIN VOUCHER TEST

Carol Greenhouse
May 1977

Report Descriptors: WORK INCENTIVE (WIN) PROGRAM; PARTICIPANT-OBSERVER METHODOLOGY; VOUCHERS FOR TRAINING; OREGON

NTIS PB270419/AS

TRAINING EXPERIENCES AND EARLY EMPLOYMENT PATTERNS: EXPERIENCES WITH THE PORTLAND WIN VOUCHER TRAINING PROGRAM

Lottie Mosher
August 1977

Report Descriptors: WORK INCENTIVE (WIN) PROGRAM; VOUCHERS FOR TRAINING; JOB PLACEMENT; OREGON

NTIS PB285113/AS
GPO

EMPLOYER'S RESPONSES TO VOUCHERED ON-THE-JOB TRAINING IN THE PORTLAND WIN PROGRAM

Dr. John C. Weidman
May 1978

Report Descriptors: WORK INCENTIVE (WIN) PROGRAM; EMPLOYER ATTITUDES; JOB PLACEMENT; VOUCHERS FOR TRAINING; OREGON

NTIS PB285061/AS

POSTTRAINING OUTCOMES: EXPERIENCES WITH THE PORTLAND WIN VOUCHER TRAINING PROGRAM

Bruce B. Dunning
October 1977

Report Descriptors: WORK INCENTIVE (WIN) PROGRAM; VOUCHERS FOR TRAINING; JOB PLACEMENT; OREGON

NTIS PB284986/AS

***Ongoing project—final report not yet available.**

2-065* Food Stamp Workfare Demonstration Projects

KETRON, INC.
WAYNE, PA.

Dr. Michael Temple

Contract 20-42-79-38
Project still in progress

Descriptors: WORK INCENTIVES; WELFARE RECIPIENTS; NUTRITION

The Food Stamp Workfare Demonstration Projects are testing the feasibility of putting unemployed recipients of food stamps to work. In these projects, people not exempt from work registration have 30 days after applying for food stamps to find full-time employment. Those unable to do so are placed in public service employment to work enough hours at the minimum wage to earn (work off) their food stamp allotments.

The contractor is conducting both process and impact evaluation of this project and will also carry out cost and benefit analyses.

2-066* The Impact of Federal Security Programs on Work Incentives and Family Stability: A Comparative Look at Recipients of Welfare, WIN Services, and Unemployment Compensation

WORCESTER POLYTECHNIC INSTITUTE
WORCESTER, MASS.

Dr. Leonard Goodwin

Grant 51-25-77-05
Project still in progress

Descriptors: WELFARE RECIPIENTS; WORK INCENTIVE (WIN) PROGRAM; WORK ATTITUDES; UNEMPLOYMENT INSURANCE; FAMILIES; LOW INCOME

This 2 1/2-year study is designed to determine whether expansion of benefits to welfare recipients has a negative effect on work orientations, work effort, and family stability. The researcher is also considering such issues as: (1) What role can WIN play in overcoming any negative effects? (2) Does the unemployment compensation program enable persons with low work ethics to leave the labor force? (3) What are the work orientations of low- to middle-income persons who receive no welfare or unemployment insurance benefits? (4) How have work orientations changed during the 7 years since a similar study was conducted? Project staff are interviewing four groups of persons in each of three cities initially and a year later. Two groups consist of male and female household heads, one of which receives welfare and WIN services and the other welfare only, even though its members are eligible for WIN services. Recipients of unemployment insurance make up a third group. A final group consists of low- to middle-income persons not receiving income security benefits. The mean values for the various work and family orientations will be compared with those for groups receiving benefits. Such comparisons will indicate whether those who initially accept benefits have lower work ethics, less confidence in themselves, greater acceptance of Federal benefits, or less family commitment than those in the regular work force.

The study is expected to fill gaps in understanding the orientations and experiences that lead persons to accept income security benefits as well as the impact of those benefits on orientations and subsequent work experiences. Findings should have policy implications for issues ranging from eligibility standards for benefit programs to questions of job creation versus benefits for the unemployed.

2-067* Implications of Employment Turnover for Welfare Reform Programs

THE URBAN INSTITUTE
WASHINGTON, D.C.

Dr. Charles C. Holt

Contract 51-11-77-04
Project still in progress

Descriptors: PUBLIC SERVICE EMPLOYMENT; PUBLIC EMPLOYMENT PROGRAMS; WELFARE REFORM; INCOME MAINTENANCE; WELFARE PROGRAMS

The objectives of this research are to examine how the number of workers employed in the jobs component of a welfare reform package would be influenced by voluntary job turnover or, if necessary, by turnover induced through program rules governing employment duration. Estimates will be developed concerning the possibility of growth in the employment component of the welfare reform program as the result of more workers flowing into public service jobs each year than terminate voluntarily. It is possible that a significant number of marginal workers who normally work intermittently throughout the year for varying wages may opt to remain in the guaranteed job at a slightly lower wage because of the security of the position and the uncertainty of job search. To estimate these effects on the cost and administrative structure of a guaranteed jobs program, the contractor is analyzing the existing TRIM model estimates along with either the Current Population Survey matched tapes for 1975-76 or the longitudinal data of the University of Michigan Income Dynamics Study to formulate a behavioral turnover model of welfare public service jobs.

2-068 The Income Dynamics of the Poor

UNIVERSITY OF CALIFORNIA
BERKELEY, CALIF.

Grant 42-06-74-04
Project completed fiscal year 1977

Dr. Frank S. Levy, Dr. Clair B. Vickery, and Dr. Michael L. Wiseman
April 1977

Report Descriptors: POVERTY; WELFARE DEPENDENCY; WELFARE RECIPIENTS; AID TO FAMILIES WITH DEPENDENT CHILDREN; LOW INCOME; CULTURE OF POVERTY

NTIS PB268972/AS

APPENDIX A: THE ALAMEDA COUNTY WELFARE SAMPLE—GRAPHS, TABLES, AND STORIES

Dr. Michael L. Wiseman
April 1977

Report Descriptors: WELFARE; POVERTY; AID TO FAMILIES WITH DEPENDENT CHILDREN; DATA SOURCES AND USE; METHODOLOGY

NTIS PB268973/AS

APPENDIX B: COUNTY WELFARE SAMPLE CODEBOOK

Dr. Michael L. Wiseman
April 1977

Report Descriptors: WELFARE RECIPIENTS; POVERTY; AID TO FAMILIES WITH DEPENDENT CHILDREN; METHODOLOGY

NTIS PB268974/AS

2-069* AN INSTITUTIONAL ANALYSIS OF THE WORK INCENTIVE PROGRAM

THE URBAN INSTITUTE
WASHINGTON, D.C.

Dr. Mark L. Chadwin

Contract 51-11-77-01
Project still in progress

Descriptors: WORK INCENTIVE (WIN) PROGRAM; ORGANIZATIONAL ENVIRONMENT; ORGANIZATIONAL STRUCTURE; INTERSYSTEM LINKAGES

The objectives of this study are to describe present institutional arrangements for delivering WIN services, their effectiveness given existing economic, political, social, and environmental constraints, and the potential of various strategies for aiding State organizations in the delivery of WIN services. To do so, the researcher is identifying the internal and external organizational characteristics associated with high and low levels of local office performance, constructing model delivery systems from existing WIN structures, and suggesting a series of models for various environments. A number of factors were used to select the States and sites for the study to insure that the various organizational characteristics of the WIN system are adequately represented. They include, but are not limited to, colocation of ES, WIN, and welfare units, integrated ES/WIN units, completely separate ES/WIN operations, and WIN/welfare integration. Statistical controls were used to separate institutional and noninstitutional factors that account for variations in the performance of local sites. Performance was judged on the basis of a composite measure derived from the WIN allocation formula.

IMPLEMENTING WELFARE EMPLOYMENT PROGRAMS: AN INSTITUTIONAL ANALYSIS OF THE WORK INCENTIVE PROGRAM

John J. Mitchell, Mark L. Chadwin, and Demetra S. Nightingale
July 1979

NTIS PB80-102841

2-070* THE INTERGENERATIONAL TRANSFER OF POVERTY

THE URBAN INSTITUTE
WASHINGTON, D.C.

Dr. Frank S. Levy

Contract 51-11-78-01
Project still in progress

Descriptors: WORK INCENTIVE (WIN) PROGRAM; SOCIAL MOBILITY; AID TO FAMILIES WITH DEPENDENT CHILDREN

This project will use the Michigan Survey Research Center's Panel Study of Income Dynamics for the years 1967 to 1975, to investigate the extent to which poverty and welfare status are transmitted from one generation to the next. The following basic issues will be addressed: (1) What is the relationship between growing up in a female-headed household on welfare and the likelihood that welfare dependency will be transmitted from one generation to the next? (2) What is the relationship between the wages of fathers and sons, and mothers and daughters, and to what extent are low-wage rates transmitted from one generation to the next? (3) What is the relationship of unemployment between fathers and sons and what are the influences of family characteristics on the sons' emergence into the adult labor markets? (4) Are young women similarly tracked into experiences of systematic adult unemployment as they go from the teenage labor market into the adult labor market? (5) To what extent do children of poor families form non-poor households?

2-071* INVESTIGATION OF FEASIBILITY AND NEED FACTORS INVOLVED IN THE ESTABLISHMENT OF SPECIAL WIN UNITS FOR WOMEN LOSING AFDC ELIGIBILITY

UNIVERSITY OF CONNECTICUT
STORRS, CONN.

Dr. Jane Berry, Dr. Ester McCabe, and Shelia Coutant

Grant 51-09-79-01
Project still in progress

Descriptors: WORK INCENTIVE (WIN) PROGRAM; AID TO FAMILIES WITH DEPENDENT CHILDREN; WELFARE RECIPIENTS; NORTH CAROLINA; TEXAS; CONNECTICUT

This project will investigate the special needs of women about to lose their eligibility for Aid to Families with Dependent Children and propose the services required to help these homemakers find and keep jobs. It will examine the feasibility of setting up special units in the Work Incentive Program to provide these services.

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*Ongoing project—final report not yet available.

2-072 THE JOB-FINDING CLUB AS A METHOD FOR OBTAINING EMPLOYMENT FOR WELFARE-ELIGIBLE CLIENTS

ANNA MENTAL HEALTH AND DEVELOPMENTAL CENTER
ANNA, ILL.

Nathan H. Azrin

Contract 51-17-76-04
Project completed fiscal year 1979

Descriptors: WORK INCENTIVE (WIN) PROGRAM; JOB SEARCH; AID TO FAMILIES WITH DEPENDENT CHILDREN; PROGRAMED INSTRUCTION

The principal objective of this research and demonstration effort was to test, in a controlled setting, the effectiveness and feasibility of the Job-Finding Club technique for use in the Intensive Manpower Services (IMS) component of the WIN Program. This technique, developed by the Anna Mental Health and Developmental Center, involves daily instruction of a client group until they find jobs. The approach is based upon research indicating that personal contacts are the single most important source of productive job leads and that job search involves learning a complex sequence of skills. In addition to receiving instructions from a counselor, clients assist each other in a structured "buddy" relationship and receive information on job leads from present and past group members as well as from more traditional outside sources. Clients attend daily sessions on actual jobseeking efforts, such as writing letters, reviewing help wanted advertisements, telephoning for interviews, and writing resumes.

The study results indicate that a job-finding club is a feasible and effective way for a WIN project to help more registrants find jobs. The contractor reports that placement rates at the projects operating these clubs increased 62 percent for club participants and 33 percent for members of control groups consisting of job ready registrants receiving only the regular WIN services. Besides improving the job search techniques of registrants attending the sessions regularly, the job-finding club proved to be an effective device for identifying those with problems or commitments that prevented them from actually searching for a job.

THE JOB-FINDING CLUB AS A METHOD FOR OBTAINING EMPLOYMENT FOR WELFARE ELIGIBLE CLIENTS: DEMONSTRATION, EVALUATION, AND COUNSELOR TRAINING

VOLUME I
July 1978

NTIS PB287332/AS

JOB CLUB PROCEDURES AND THEIR APPLICABILITY TO THE WIN PROGRAM

VOLUME II APPENDIX
Nathan H. Azrin and Robert Phillip
July 1978

NTIS PB291558/AS

2-073 MEN IN WIN

IMPACT, INC.
MINNEAPOLIS, MINN.

Contract 51-17-76-05
Project completed fiscal year 1978

EMPLOYMENT SERVICES AND THE SERVICE NEEDS OF FOOD STAMP WORK REGISTRANTS

Robert Grams, William Pollock, and Dara Hunt
August 1978

Report Descriptors: FOOD STAMP RECIPIENTS; WELFARE PROGRAMS; PUBLIC EMPLOYMENT SERVICE

NTIS PB286182/AS

MEN IN WIN: AN EXAMINATION OF FACTORS RELEVANT TO PARTICIPATION IN THE WIN PROGRAM

Dr. Robert Grams, William Pollock, and Rachel Rohde
September 1978

Report Descriptors: WORK INCENTIVE (WIN) PROGRAM; WELFARE LEGISLATION; AID TO FAMILIES WITH DEPENDENT CHILDREN; MALE/FEMALE

NTIS PB284986/AS

2-074* MINNESOTA WORK EQUITY PROGRAM

EMPLOYMENT AND TRAINING ADMINISTRATION, REGION V
CHICAGO, ILL.

Marion Smith

Contracts 20-17-77-42 and 51-17-77-06
Project still in progress

Descriptors: PUBLIC EMPLOYMENT PROGRAMS; AID TO FAMILIES WITH DEPENDENT CHILDREN; WELFARE RECIPIENTS; WORK EQUITY PROGRAM (WEP); MINNESOTA

The Minnesota Work Equity Program (WEP) is testing the operational feasibility and the social and economic effectiveness of a new service system that is providing guaranteed work or training as an alternative to income transfer programs. More specifically, it is testing the feasibility of large-scale public job creation, a uniform work requirement for several income transfer programs, and comparative costs of WEP and income transfer programs. All of these are directly relevant to welfare reform proposals.

Participants in WEP are employable persons drawn from the AFDC (including unemployed fathers) and general assistance populations, with first priority being given to families with children. Participants are receiving the full array of employment and training services, from initial testing, counseling, and employability plan development through training and public job creation, to job development and placement in nonsubsidized jobs. It is estimated that 50 percent of the participants will be placed in public job slots that are being newly created at or near the minimum wage, about 25 percent in on-the-job training slots, 15 percent in classroom training, and 10 percent in nonsubsidized jobs. Special intensive job search efforts are being required of participants at the beginning of their project participation, and periodically during their stay in the project, with the aim of securing nonsubsidized employment as expeditiously as possible.

The project is under the general direction of the Minnesota Employment Services, with the close cooperation of the Department of Public Welfare and the St. Paul Department of Employment Security. It is being operated in St. Paul and a number of counties in southern and central Minnesota. It is estimated that up to 4,000 persons will be served during the first year of operation.

Research on the program's processes and impacts is being performed under separate contract with an independent research firm (see Contract No. 20-25-77-15).

2-075 Paternal Authority and the Outcome of Work Training and Income Maintenance Programs

CENTER FOR RESEARCH ON THE ACTS OF MAN
PHILADELPHIA, PA.

Grants 12-42-74-11 and 51-42-73-05 (formerly contract 51-42-72-02)
Project completed fiscal year 1978

Dr. Samuel Z. Klausner
May 1978

Report Descriptors: FAMILIES; DISADVANTAGED; WORK INCENTIVE (WIN) PROGRAM; NEW JERSEY

SIX YEARS IN THE LIVES OF THE IMPOVERISHED: AN EXAMINATION OF THE WIN THESIS

May 1978

Report Descriptors: WORK INCENTIVE (WIN) PROGRAM; FATHERS; MOTHERS; MARITAL STABILITY; FAMILIES; NEW JERSEY

NTIS PB283895/AS

2-076 Physical Rehabilitation and Employment of AFDC Recipients

CORNELL UNIVERSITY
ITHACA, N.Y.

Grant 51-36-75-01
Project completed fiscal year 1978

Dr. Daphne A. Roe
May 1978

Report Descriptors: WORK INCENTIVE (WIN) PROGRAM; HEALTH; EMPLOYMENT OPPORTUNITIES; REHABILITATION; HANDICAPPED; NEW YORK

NTIS PB283256/AS

PHYSICAL REHABILITATION AND EMPLOYMENT OF WIN RECIPIENTS, FEASIBILITY STUDY

1975

Report Descriptors: AID TO FAMILIES WITH DEPENDENT CHILDREN; HEALTH; SUPPORTIVE SERVICES; JOB DEVELOPMENT; REHABILITATION; NEW YORK

NTIS PB246940/AS

2-077* Research on the Labor Market Impacts of the Employment Opportunity Pilot Projects

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Irwin Garfinkel

Contract 20-55-79-30
Project still in progress

Descriptors: JOB CREATION; WELFARE PROGRAMS; WELFARE RECIPIENTS; PUBLIC EMPLOYMENT PROGRAMS; LABOR MARKET BEHAVIOR; LABOR MARKET INFORMATION

This project is developing a comprehensive research design to determine the labor market impacts of the Employment Opportunity Pilot Projects. The design will cover the effects of the pilot projects on: (1) The stock of low-wage jobs available throughout the labor market; (2) the wage levels of these jobs; (3) the composition of employees in low-wage jobs; (4) the flow of persons into and out of the labor market; (5) the amount and duration of unemployment among both persons eligible for the pilot projects and those not eligible; and (6) the flow of persons into and out of special public service employment as well as unsubsidized jobs.

A major purpose of the pilot projects is to produce the information needed to estimate the demand for public service jobs and training slots under a proposed national welfare reform program. The research is therefore, being designed so as to permit inclusion of the resulting data in a microsimulation model that can be used to estimate this demand.

2-078* Research on the Minnesota Work Equity Program

ABT ASSOCIATES, INC.
CAMBRIDGE, MASS.

Clark C. Abt

Contract 20-25-77-15
Project still in progress

***Ongoing project—final report not yet available.**

Descriptors: PUBLIC EMPLOYMENT PROGRAMS; AID TO FAMILIES WITH DEPENDENT CHILDREN; WELFARE RECIPIENTS; INCOME MAINTENANCE; WORK EQUITY PROGRAM (WEP); MINNESOTA

The Minnesota Work Equity Program (WEP) is testing the operational feasibility and effectiveness of a new service delivery system providing guaranteed work or training as an alternative to income transfer programs. Other programmatic approaches relevant to welfare reform are also being tested (see Memorandum of Agreement Nos. B20-17-77-42 and B51-17-77-06).

The objective of this research project is to document the feasibility and effectiveness of WEP, through the development and implementation of a comprehensive research design, as a basis on which to make decisions regarding new legislation or national replication. The research design includes both process and impact evaluation, as well as cost-benefit analysis, and information is being gathered for appropriate comparison sites as well as for the operational sites.

The research is addressing eight major policy questions:

(1) Is it feasible to create public jobs at or near the minimum wage on a scale sufficient to assure a suitable job to all families with children, and possibly for other transfer recipients, too?

(2) Can work/training requirements be administered uniformly across mandatory referrals from several transfer programs?

(3) Is the consolidated administrative structure for the Minnesota program an appropriate model for national welfare reform?

(4) What is the impact of the WEP on participants while they are in the program?

(5) What are the local labor market impacts of the WEP?

(6) What is the postprogram impact on WEP participants?

(7) What are the comparative costs of the WEP versus straight income transfers?

(8) Is the WEP politically feasible?

WORK-CONDITIONED WELFARE REFORM: TEN DEMONSTRATION PROGRAMS TESTING JOB CREATION AND WORK INCENTIVES

Clark C. Abt, David W. Stevens, and Ernst Stromsdorfer
July 1977

NTIS PB283213/AS

INTERIM START-UP REPORT FOR THE MINNESOTA WORK EQUITY PROGRAM

Dr. Charles S. Rodgers, Dr. M. G. Trend, Jane Huston, and James Goldberg
June 1978

NTIS PB283166/AS

THE MINNESOTA WORK EQUITY PROJECT: FIRST INTERIM REPORT

Charles S. Rodgers, Ernst Stromsdorfer, et al
July 1979

Report Descriptors: PUBLIC EMPLOYMENT PROGRAMS; AID TO FAMILIES WITH DEPENDENT CHILDREN; WELFARE RECIPIENTS; INCOME MAINTENANCE; WORK EQUITY PROGRAM (WEP); MINNESOTA

NTIS PB299952/AS

EXECUTIVE SUMMARY

July 1979

NTIS PB299957/AS

MINNESOTA WORK EQUITY PROJECT: PUTTING IT TOGETHER

M. G. Trend, Shari Ajeman, Charles S. Rodgers, and J. W. Frees
June 1979

NTIS PB299551/AS

EXECUTIVE SUMMARY

June 1979

NTIS PB299550/AS

2-079* STUDIES IN WELFARE ADMINISTRATION AND THE DEMOGRAPHICS OF LOW INCOME HOUSEHOLDS

UNIVERSITY OF CALIFORNIA
BERKELEY, CALIF.

Dr. Michael L. Wiseman

Contract 51-06-77-07
Project still in progress

Descriptors: WORK INCENTIVE (WIN) PROGRAM; WELFARE DEPENDENCY; AID TO FAMILIES WITH DEPENDENT CHILDREN; WELFARE REFORM; INCOME MAINTENANCE; WELFARE PATTERNS

The objectives of this research effort are twofold: One is to update the Alameda County, Calif., Welfare Sample through 1978 to permit analysis of the demographic characteristics of recipient families, movement on and off of the county caseload, impact of services on that movement, and effect of changes in welfare administration on welfare caseloads. The other is to design three pilot projects on the intergenerational transfer of poverty, the effect of management policy on welfare denial rates, and the nature of events that lead to closing welfare cases. The Alameda County Welfare Sample consists of data collected during the welfare explosion of 1967 to 1972 in order to provide information on the changing composition of the AFDC caseload over time (cross section data) and information on movements to and from dependence under various administrative procedures and economic conditions (longitudinal data). This research and data collection effort will build upon the present data source to provide more detailed information on the welfare dynamics of one urban county's welfare population now that the caseload has stabilized and will add a new capability to obtain current data on service receipt by type and duration. The study will also monitor the problems to be expected in implementing any reformed welfare system.

2-080* A Study of an Experiment in the Massachusetts AFDC-UF Program to Require Work Experience and to Eliminate the 100 Hour Maximum on Hours Worked

BRANDEIS UNIVERSITY
WALTHAM, MASS.

Dr. Leonard J. Hausman

Grant 51-25-78-02
Project still in progress

Descriptors: UNEMPLOYED; WORK-EXPERIENCE PROGRAMS; WORK INCENTIVE (WIN) PROGRAM; AID TO FAMILIES WITH DEPENDENT CHILDREN

This study will evaluate an experiment being conducted by the Massachusetts Work Incentive (WIN) Program, in which long-term unemployed fathers currently in the WIN unassigned pool are reappraised and, if found suitable, may be assigned to 13 weeks of work experience. The work experience is to be combined with job counseling and job search for 2 days a week. In addition, the project will waive the rule denying welfare to families of fathers who work more than 100 hours a month, which is often cited as an employment disincentive.

After the reappraisal, those found suitable for work experience will be randomly assigned to one of three treatments: (1) Work experience and job counseling plus waiver of the 100-hour work limitation; (2) waiver of the 100-hour limitation only; and (3) regular WIN services, with no new treatment or waiver. The men receiving the third assignment will serve as a control group. Data will be collected from WIN and welfare case records, a questionnaire on employment barriers filled out at the reappraisal, and interviews with work sponsors, job counselors, and clients.

The study will be based largely on comparisons among the three treatment groups. It will try to answer the following questions: (1) What are the barriers to employment of this group of long-term unemployed fathers? (2) Does work experience facilitate the transition to regular employment? (3) What effect does relaxing the 100-hour rule have on the likelihood that a long-term unemployed man will obtain a job?

2-081* Total Family Support Demonstration Project

SYSTEMS IN EDUCATION AND TRAINING, INC.
PHILADELPHIA, PA.

Travis DeCastro

Contract 51-12-76-06
Project still in progress

Descriptors: WORK INCENTIVE (WIN) PROGRAM; HOUSEHOLDS; FAMILIES; SUPPORTIVE SERVICES

During the initial phase of this project, the contractor tested the operational feasibility and effectiveness of providing supportive services to the entire families of welfare recipients registered for the Work Incentive (WIN) Program. The objective was to improve the job prospects or earnings of the breadwinners and potential breadwinners in these families.

The experience in the feasibility phase showed some promise of increased postprogram employment and income for family members. Hence the contractor plans to conduct a larger demonstration, which is expected to yield more definitive findings.

During the demonstration, the contractor will setup experimental and control groups for research purposes. The experimental group will be assigned to a special WIN counseling team, consisting of two WIN counselors. One will be an employment/vocational counselor, responsible for all aspects of job development, training, placement, job coaching, and followup. The other team member will be the family counselor, responsible for advising the family on day care, school-related problems, nutrition, interpersonal relationships, and community resources. The control group will be assigned to a regular WIN counseling team and will receive only the current WIN services.

The contractor will evaluate both the operations and the results of the demonstration.

TOTAL FAMILY SUPPORT FEASIBILITY STUDY
Lee M. Coleman
July 1977

2-082* The WIN Research Laboratory Project

MANPOWER DEMONSTRATION RESEARCH CORPORATION
NEW YORK, N.Y.

William J. Grinker

Contract 51-36-77-03
Project still in progress

Descriptors: WORK INCENTIVE (WIN) PROGRAM; INCOME MAINTENANCE; WELFARE RECIPIENTS; PROGRAM SERVICES AND TECHNIQUES; WELFARE REFORM

The objectives of this project are to: (1) Develop a unified Work Incentive Program Laboratory composed of local WIN offices that provide the settings for operational testing of innovative program models and revised administrative procedures sensitive to the current work/welfare/WIN policy issues and (2) implement a series of agreed upon experimental and demonstration projects that concentrate on placing welfare women in private sector jobs.

The Denver, Colo., Laboratory is stressing services for WIN volunteers, especially those presently exempt from WIN because they have children under 6 years old. The Louisville, Ky., program will provide, supportive services and job search assistance to applicants applying for welfare. The objective is to offer immediate employment as an alternative to welfare at the critical time when a client has been forced to apply for welfare because of a sudden change in family composition or income. The Madison, Wis., program will test the effectiveness of a modified on-the-job training (OJT) format in which WIN will pay wages for the first third of the contract to induce employers to hire welfare women for OJT positions paying $4 an hour or more. The St. Louis, Mo., Laboratory will cooperate with a Small Business Administration in a new job development program to identify employers who might hire WIN registrants to take advantage of the WIN tax credit and OJT provisions.

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*Ongoing project—final report not yet available.

The laboratory projects are envisioned as long-term efforts that will build upon the knowledge gained from existing projects.

2G. WORKER ASSESSMENT & ORIENTATION

2-083 ASSESSMENT TECHNIQUES FOR DISADVANTAGED IN MANPOWER AGENCIES: A STATE-OF-THE-ART REVIEW

EDWARD GLASER AND ASSOCIATES
LOS ANGELES, CALIF.

Dr. Thomas Backer

Contract 20-06-78-44
Project completed fiscal year 1979

Descriptors: DISADVANTAGED; STATE-OF-THE-ART PAPERS; ASSESSMENT AND EVALUATION; CALIFORNIA

This project developed a state-of-the-art monograph on methods of assessing disadvantaged clients in employment and training programs. The monograph includes information on recent developments in the general field of psychometics, and specifically in assessment and reflects changes in the employment and training delivery system. It contains a catalog of potentially useful assessment tools and a discussion of relevant issues and suggested strategies.

CLIENT ASSESSMENT: A MANUAL FOR EMPLOYMENT AND TRAINING AGENCIES
Dr. Thomas Backer
September 1979

Report Descriptors: DISADVANTAGED; STATE-OF-THE-ART PAPERS; ASSESSMENT AND EVALUATION; PRIME SPONSORS (CETA); HANDBOOKS

NTIS PB300452/AS

2-084 DEMONSTRATION OF THE USE OF A BIOGRAPHICAL INFORMATION SYSTEM IN IMPROVING WIN PROGRAM OUTCOMES

RICHARDSON, BELLOWS, HENRY & CO., INC.
WASHINGTON, D.C.

Frank W. Erwin and Dr. James W. Herring

Contract 51-11-75-04
Project completed fiscal year 1979

Descriptors: ASSESSMENT OF APPLICANTS AND TRAINEES; PREDICTION OF SUCCESS IN PROGRAMS; EFFECTIVENESS OF PROGRAMS; JOB PLACEMENT; JOB RETENTION; WORK INCENTIVE (WIN) PROGRAM

The objective of this project was to test the use of the Biographical Information Blank (BIB) in the Work Incentive (WIN) Program and determine its effect on program outcomes. Ten WIN projects were to use the BIB scores to set priorities among participants for receiving employability development and placement services. However, despite several onsite briefings, only three of the projects reported using the BIB scores. Consequently, the researchers studied the results of BIB use at these projects and investigated the relationship between BIB scores and WIN outcomes at the other projects.

The findings show that the percentage of participants who obtained and kept jobs was significantly higher for groups with high BIB scores than for those with low scores. In addition, the percentage of participants who were employed was substantially higher in the projects that used the BIB than those who that did not. The report concludes that, even though 7 of the 10 projects did not use the BIB, the findings confirm that its proper use as part of present WIN registration and appraisal procedures would raise the program's success rates.

A REPORT ON THE UTILITY OF A SCORED AUTOBIOGRAPHICAL QUESTIONNAIRE SYSTEM IN IMPROVING WIN PROGRAM SUCCESS LEVELS
January 1979

Report Descriptors: WORK INCENTIVE (WIN) PROGRAM; PREDICTION OF SUCCESS IN PROGRAMS; ASSESSMENT OF APPLICANTS AND TRAINEES; WELFARE RECIPIENTS; BIOGRAPHICAL INFORMATION BLANK (BIB)
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2-085 "JOB TRIALS" EXPERIMENTAL AND DEMONSTRATION PROJECT

JEWISH EMPLOYMENT AND VOCATIONAL SERVICES, INC.
PHILADELPHIA, PA.

Contract 82-42-72-08
Project completed fiscal year 1977

TECHNICAL REPORT—PUBLIC ASSISTANCE WORKER JOB TRIAL
Dr. Alfred Fiks
July 1976

Report Descriptors: ASSESSMENT AND EVALUATION; TESTING; WORK SAMPLING; PENNSYLVANIA

NTIS PB262694/AS

BANK TELLER JOB TRIAL—FINAL TECHNICAL REPORT
December 1976

Report Descriptors: ASSESSMENT AND EVALUATION; TESTING; WORK SAMPLING; PENNSYLVANIA

TECHNICAL REPORT—PAINT PROCESSOR JOB TRIAL
November 1975

Report Descriptors: ASSESSMENT AND EVALUATION; TESTING; WORK SAMPLING; PENNSYLVANIA

TECHNICAL REPORT—SECRETARY JOB TRIAL
October 1975

Report Descriptors: ASSESSMENT AND EVALUATION; TESTING; WORK SAMPLING; PENNSYLVANIA

2-086 A STUDY TO REFINE, EXPAND, AND VALIDATE THE WORK SAMPLE SYSTEM BEING USED BY SELECTED LOCAL EMPLOYMENT SERVICE OFFICES

JEWISH EMPLOYMENT AND VOCATIONAL SERVICES, INC.
PHILADELPHIA, PA.

Harold Kulman

Contract 20-42-75-09
Project completed fiscal year 1979

Descriptors: WORK SAMPLING; ASSESSMENT AND EVALUATION; TESTING

The objective of this project was to develop an efficient, low-cost, quickly administered work sample test system that would include a wide variety of occupational areas suitable for the disadvantaged.

To do so, the investigators first developed a new work sample system by selecting worker trait group arrangements and occupational areas for the disadvantaged. They then identified performance and behavioral factors associated with the occupational areas to be covered in the system and, third, developed work samples for the performance and behavioral factors identified. They field tested this battery at four selected sites differing in population mix and geographic characteristics.

After the initial field tests, the investigators made final modifications in the battery. During the final phase of the project, they validated the battery and refined the operational procedures.

Major findings are: (1) The norms derived from pooling clients illustrate a spread of scores representing a diverse or normal population. Separate norms by race and sex showed marked differences. In general, men and blacks required more time to complete the work samples and made more errors than did their white and female counterparts. (2) The work samples provide sufficient variety. (3) The expendable costs are less than $1 per person. (4) Handicapped persons can be evaluated with little adjustment.

VOCATIONAL INTEREST, TEMPERAMENT, APTITUDE SYSTEM FINAL REPORT

Douglas Moore, Valeria Burton, and Michael Abrams
July 1978

Report Descriptors: WORK SAMPLING; ASSESSMENT; EVALUATION; TESTING; PENNSYLVANIA, PHILADELPHIA ETA

Copies of these reports are available from: Jewish Employment and Vocational Services Inc. 1700 Sansom Street, Philadelphia, Pa. 19103

VOCATIONAL INTEREST, TEMPERAMENT, APTITUDE SYSTEM TRAINING NOTE BOOK
July 1978

VOCATIONAL INTEREST, TEMPERAMENT, APTITUDE SYSTEM, ADMINISTRATION MANUAL
July 1978

2H. OTHER SUPPORTIVE SERVICE FOR WORKERS/TRAINEES

2-087* ALTERNATIVE YOUTH EMPLOYMENT STRATEGIES PROGRAM

VERA INSTITUTE OF JUSTICE
NEW YORK, N.Y.

Jerry McElroy and Claire Haaga

Grant 28-36-79-05
Project still in progress

Descriptors: YOUTH; ALTERNATIVES TO INCARCERATION; EX-OFFENDERS; SERVICE DELIVERY SYSTEMS; EXPERIMENTAL MODEL

This demonstration project will assist the Department of Labor with planning, designing, implementing, and evaluating the Alternative Youth Employment Strategies Demonstration Program. The program will serve 16- to 21-year-olds who are out of school, unemployed, and eligible for the Youth Employment and Training Program and who have been involved with the juvenile or criminal justice systems or are judged likely to have future involvement. At each of several sites to be selected by the Department of Labor, the program will provide the following three service models: (1) Full-time work and placement; (2) educational, training, prevocational, social, and placement services; and (3) a mixed model, consisting of part-time work, a full range of services, and job placement.

All three service models will be offered simultaneously in two program cycles, each lasting for 6 months. After receiving guidance from a program counselor, the youth will have the opportunity to choose among the models. All models at all sites will operate under a single set of guidelines to permit comparison among sites and models.

To identify program effects, project staff will select experimental and control groups at each site. The experimental group will consist of the youth randomly assigned to participate in the program, while the control group will consist of those randomly denied participation. The experimentals will then be assigned to one of the three program models on the basis of their choice and the availability of slots.

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*Ongoing project—final report not yet available.

Using standardized instruments developed by the Vera Institute, the Department of Labor, and the Educational Testing Service, as well as official record data, the project's research component will compare the job placement and retention rates of the experimental and control groups. They will also compare the two groups as to vocational-related skills and attitudes, earnings during the experimentals' program participation and for a period thereafter, and rates of criminal justice involvement while experimentals were in the program and at followups 3 and 8 months thereafter.

2-088 AN ANALYSIS OF SOUTH CAROLINA'S "START-UP IN THE BLACK IN SOUTH CAROLINA" PROGRAM AND ITS REPLICABILITY TO OTHER STATES

THE UNIVERSITY OF TEXAS
AUSTIN, TEX.

Grant 21-48-74-01
Project completed fiscal year 1977

AN ANALYSIS OF SELECTED START-UP INDUSTRY TRAINING PROGRAMS AS VEHICLES FOR HUMAN RESOURCES DEVELOPMENT

Roy R. Van Cleve
December 1976

Report Descriptors: OCCUPATIONAL TRAINING; RURAL AREAS; INDUSTRY PRACTICES; TRAINING PRACTICES; INDUSTRIAL MOBILITY; SOUTH CAROLINA; NORTH CAROLINA; VIRGINIA; ALABAMA

NTIS PB262735/AS

2-089 DEVELOPMENT AND DESIGN OF A SOCIAL SERVICE VOUCHER SYSTEM

SOCIAL AND REHABILITATION SERVICES, U.S. DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE
WASHINGTON, D.C.

Interagency Agreement SR 500-75-18
Project completed fiscal year 1978

Dr. Gershon Cooper, Arnold J. Katz, Morris S. Whitcup
September 1977

Report Descriptors: EXPERIMENTAL MODEL; DISADVANTAGED; WELFARE PROGRAMS; CONNECTICUT
Available from H.E.W. (Social and Rehabilitation Service) Washington, D.C.

2-090* EPIDEMIOLOGICAL STUDY ON THE PREVALENCE OF MEDICAL AND DENTAL CONDITIONS AT JOB CORPS CENTERS

KAPPA SYSTEMS, INC.
ARLINGTON, VA.

Janice C. Probst

Contract 20-51-79-40
Project still in progress

Descriptors: SUPPORTIVE SERVICES; JOB CORPS; HEALTH CARE

This demonstration study will investigate the health status of enrollees entering Job Corps and the health problems they develop at their centers. To do so, the project staff will collect health care data from a small representative sample consisting of enrollees at eight Job Corps centers, varying as to size, proportion of male and female corpsmembers, ethnic composition, geographical location, and other relevant characteristics. This information will permit Job Corps to improve its health care and health education programs and thereby enhance the employability of corpsmembers.

2-091* JOB SEARCH AND RELOCATION ASSISTANCE PILOT PROJECT

EMPLOYMENT AND TRAINING ADMINISTRATION, REGION IV
ATLANTA, GA.
AND
WESTAT, INC.
ROCKVILLE, MD.

David Duncan, Assistant Regional Director for Employment and Training and John Herzog, Director, Westat, Inc.

Memorandum of Agreement 20-13-75-38
Project still in progress

Descriptors: MOBILITY ASSISTANCE; JOB SEARCH; JOB BANK; PUBLIC EMPLOYMENT SERVICE; GEOGRAPHIC MOBILITY

The Job Search and Relocation Assistance (JSRA) Pilot Project is being undertaken to: (1) Test the feasibility and effectiveness of using the job bank as the major source of information on hard-to-fill jobs in providing relocation services to unemployed workers through local employment service offices; (2) determine whether a broader nationwide relocation assistance program is desirable; and (3) evaluate procedures and techniques that might be incorporated into a broader program.

During phase I, 30 local ES offices provided relocation assistance to applicants for whom no jobs were available in the local area and who wanted to relocate. The project arranged for three levels of service, each provided by 10 local offices: Level 1, consisting of information only on out-of-area, hard-to-fill jobs listed in the Job Bank Openings Summary (JBOS) and long-distance telephone referral service; level 2, these services plus job search grants; and level 3, relocation grants in addition to the other services. As a result of experience in the first phase of the project, all level 1 services were upgraded to levels 2 or 3 during phase II.

The project selected 10 nonparticipating offices as controls for evaluation purposes. Evaluation, being performed under separate contract by Westat, Inc. includes assessment of operational procedures, integration and coordination of functions, staffing, cost, and overall efficiency. The contractor will recommend improvements, particularly with a view to nationwide implementation. The evaluators will also examine: (1) Economic and social outcomes for project participants; (2) effectiveness in meeting employer needs; and (3) costs and benefits.

Major findings from phases I and II are:

1. Overall, the project has already demonstrated the operational feasibility of its procedures. The system could be implemented nationally, although a couple of operational elements need to be improved.
2. The national job bank information, in its present form, is awkward to use and leads to many dead ends. More useful job sources have been leads provided by the applicants themselves, informal communication among local offices, and the exchange of weekly State Job Bank Summary reports among the eight participating States in Region IV. A special effort to improve the usefulness of the potentially very valuable national job bank data is being undertaken in phase II. Irrelevant and out-of-date material is being removed from the file and the use of on-line and batch-matching capabilities is being tested in selected JSRA offices.
3. Staff time devoted to the project varied greatly among local offices, and there was a strong positive correlation between staff inputs and volume of activity. Greater staff involvement in some offices accounted for at least part of the overall increase in activity during phase II.
4. During phase I, level 3 offices accounted for most relocations.
5. Enrollment was 1,138 during phase I and 2,230 during phase II.
6. Of these applicants, 161 were relocated at an average all-inclusive cost of $1,459 during phase I and 520 at $1,084 per person during the first 9 months of phase II.

JOB SEARCH AND RELOCATION ASSISTANCE PILOT PROJECT: PHASE I ANALYTICAL REPORT

John Herzog and Cilla J. Reesman
November 1977

Report Descriptors: MOBILITY; LABOR MOBILITY; RELOCATION; JOB SEARCH; PUBLIC EMPLOYMENT SERVICE

NTIS PB273976/AS

2-092 RETAINING PROBLEM DRINKERS ON THE JOB

THE JOHNS HOPKINS UNIVERSITY
BALTIMORE, MD.

Grant 21-24-73-23
Project completed fiscal year 1977

LITERATURE REVIEW

EHP WORKING PAPER NO. 6

Dr. Carl J. Schramm and Robert DeFillippi

Report Descriptors: JOB RETENTION; JOB STABILITY; SUPPORTIVE SERVICES; ALCOHOLICS; JOB PERFORMANCE; MARYLAND, BALTIMORE; BIBLIOGRAPHIES

Available from: School of Hygiene and Public Health, The Johns Hopkins University, 615 North Wolfe Street, Baltimore, Md. 21205.

COLLECTIVE BARGAINING AND ALCOHOLISM

EHP WORKING PAPER NO. 9

Dr. Carl J. Schramm
October 1974

Report Descriptors: JOB RETENTION; REHABILITATION; ALCOHOLICS; COLLECTIVE BARGAINING; FRINGE BENEFITS; JOB PERFORMANCE; MARYLAND, BALTIMORE

School of Hygiene and Public Health, The Johns Hopkins University, 615 North Wolfe Street, Baltimore, Md.21205.

ESTIMATING COSTS OF ALCOHOLISM

EHP WORKING PAPER NO. 10

Dr. Carl J. Schramm
January 1975

Report Descriptors: REHABILITATION; ALCOHOLICS; COST EFFECTIVENESS; FEASIBILITY STUDY; JOB PERFORMANCE; MARYLAND, BALTIMORE

School of Hygiene and Public Health, Johns Hopkins University, 615 North Wolfe Street, Baltimore, Md. 21205. 21205.

EMPLOYEE HEALTH PROGRAM VIDEO-TAPE DOCUMENTATION

Stan Hankin and Caroll Cuddy
August 1975

Report Descriptors: JOB RETENTION; REHABILITATION; JOB STABILITY; SUPPORTIVE SERVICES; ALCOHOLICS; COLLECTIVE BARGAINING; COST EFFECTIVENESS; FRINGE BENEFITS; FEASIBILITY STUDY; LABOR-MANAGEMENT CONSORTIA; JOB PERFORMANCE; FILMS

ETA will loan to Regional DOL offices and CETA Prime Sponsors; others may purchase copies at reproduction cost.

"ALCOHOLISM AND THE WORKPLACE"

MANPOWER MAGAZINE; VOL. 7, NO. 2; FEBRUARY 1975

Ronald E. Jones
February 1975

Report Descriptors: JOB RETENTION; REHABILITATION; JOB STABILITY; SUPPORTIVE SERVICES; ALCOHOLICS; COLLECTIVE BARGAINING; COST EFFECTIVENESS; FRINGE BENEFITS; FEASIBILITY STUDY; LABOR-MANAGEMENT CONSORTIA; JOB PERFORMANCE

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EMPLOYEE HEALTH PROGRAM RESEARCH WORKING PAPERS

APPENDICES

Dr. Carl J. Schramm, Dr. Wallace Mandell, and Janet Archer
May 1976

Report Descriptors: ALCOHOLICS; COST EFFECTIVENESS;

***Ongoing project—final report not yet available.**

COLLECTIVE BARGAINING; QUESTIONNAIRE; FRINGE BENEFITS

WORKERS WHO DRINK: THEIR TREATMENT IN AN INDUSTRIAL SETTING

Dr. Carl J. Schramm, Dr. Wallace Mandell, and Janet Archer
May 1978

Report Descriptors: JOB RETENTION; REHABILITATION; SUPPORTIVE SERVICES; ALCOHOLICS; COLLECTIVE BARGAINING; JOB PERFORMANCE; FEASIBILITY STUDY; JOB STABILITY; FRINGE BENEFITS; LABOR-MANAGEMENT CONSORTIA; MARYLAND, BALTIMORE
Available from D.C. Heath and Co.—Lexington Books, 125 Spring St., Lexington, Mass. 02173.

2-093* Supportive Service, Advice and Technical Assistance to the Quality of Work Life Board

MCKNIGHT ASSOCIATES
ALEXANDRIA, VA.

Jane McKnight

Contract 20-51-79-15
Project still in progress

Descriptors: QUALITY OF EMPLOYMENT; LIFESTYLES

This contractor is providing technical assistance and support to the Employment and Training Administration's Quality of Work Life Committee. A major activity is trying out a flexitime program in a few ETA units and evaluating it to discover any needed changes before flexitime is extended to other parts of the agency.

2I. PROGRAMS FOR OTHER UNEMPLOYED

2-094 The Addict and Ex-Addict in the World of Work: Job Finding Experiences and Performance in Employment

MASSACHUSETTS ADVOCACY CENTER
BOSTON, MASS.

Grant 21-25-74-15
Project completed fiscal year 1977

Benjamin S. Hersey, Dr. Robert Rosenthal, and Dr. I. Ira Goldenberg
January 1977

Report Descriptors: DRUG USERS; EMPLOYMENT; REHABILITATION; ATTITUDES; VOCATIONAL GUIDANCE

NTIS PB263181/AS

2-095* Enhancing the Effectiveness of the Federal Bonding Program

CONTRACT RESEARCH CORPORATION
BELMONT, MASS.

Joanna B. Kennedy

Contract 20-25-77-49
Project still in progress

Descriptors: BONDING ASSISTANCE; OFFENDERS; CRIMINAL JUSTICE PROCESS; EX-OFFENDERS; EMPLOYMENT SERVICE STAFF

The principal objective of this project is to demonstrate that the Federal Bonding Program can serve more people without increasing program costs by tailoring the amount of bond coverage to specific occupational needs, while simultaneously publicizing the program among the most appropriate users. The contractor will: (1) Conduct a management survey of the Federal Bonding Program to determine which current activities are most conducive to operating a successful project; (2) develop a guidebook, based on the survey, showing how to tailor bonds, as well as other program management techniques; (3) prepare and field test pamphlets describing the program for three or four different audiences; and (4) collect data to measure cost savings due to tailoring the amount of bond coverage. In addition, the contractor will conduct the second national Federal Bonding Conference in Washington, D.C., where it will introduce the guidebook and direct workshops on its use and the concept of tailoring.

2-096 Handbook for Use of Basic Job Skills

SYNECTICS CORPORATION
ALLISON PARK, PA.

Contract 20-42-74-19
Project completed fiscal year 1977

JOB COUNSELING AND PLACEMENT FOR THE USE OF BASIC SKILLS

VOLUME I TECHNIQUES

Sara J. Munger
July 1977

Report Descriptors: HANDICAPPED; RETARDED; HANDBOOKS; EMPLOYMENT OPPORTUNITIES; JOB ANALYSIS

NTIS PB271702/AS

VOLUME II JOBS
July 1977

NTIS PB271703/AS

2-097* THE IMPACT OF CALIFORNIA SENATE BILL 224 ON EMPLOYMENT AND RECIDIVISM

SOCIAL PROCESS RESEARCH INSTITUTE,
UNIVERSITY OF CALIFORNIA
SANTA BARBARA, CALIF.

Dr. Richard Berk

Grant 21-06-78-58
Project still in progress

Descriptors: CORRECTIONS; CRIME; OFFENDERS; EX-OFFENDERS; INCOME; UNEMPLOYMENT INSURANCE; LABOR MARKET BEHAVIOR; CALIFORNIA

The grantee will analyze the impact of recently enacted California law (Senate Bill 224) providing transitional financial assistance to ex-offenders newly released from the State's prisons, and will examine the program established by the law to determine whether: (1) The program is implemented as designed; (2) the program enhances prospects for employment; (3) the program reduces recidivism; and (4) the program is cost effective.

The grantee will follow for up to 18 months after release the experiences of approximately 1,000 ex-offenders receiving financial assistance and about 2,000 who are not recipients of support. The program evaluation will rely heavily on a range of routinely collected official statistics on employment behavior (e.g., quarterly earnings), contact with the criminal justice system (prison records, "rap sheets," crime data), new material gathered expressly for this research endeavor, and selected interviews conducted by research personnel with the subject population and their parole officers. Data on a host of background variables will also be collected, including age, education, prior record, years in prison, employment and vocational training in prison, job skills, reading ability, etc.

The grantee will document the way in which an actual State-fun program operates and how it differs from an experimental endeavor. The grantee will further identify precisely the proportion of eligible persons who take advantage of the financial assistance program and indicate the resulting costs.

2-098* PREPARATION OF MONOGRAPH FROM TARP PROJECT DATA ANALYZING PROJECT EFFECTS

UNIVERSITY OF MASSACHUSETTS
AMHERST, MASS.

Dr. Peter H. Rossi

Grant 21-25-77-05
Project still in progress

Descriptors: CORRECTIONS; OFFENDERS; EX-OFFENDERS; INCOME MAINTENANCE; JOB PLACEMENT; SUPPORTIVE SERVICES; PRISONERS

This undertaking calls for the production of an analytical monograph on the results of the experimental Transitional Aid Research Project (TARP). TARP provided temporary (13-26 weeks) financial and job placement assistance to over 1,500 randomly selected ex-inmates newly released from State prisons in Georgia and Texas; in addition, 2,400 former prisoners were in the project's control groups. For detailed descriptions of TARP, see grants 21-11-75-19, 20-13-75-46, and 20-48-75-44. On the basis of data generated by the project, the researcher will evaluate the effect of this assistance on rearrest, employment, earnings, family relationships, and other behavioral outcomes; specify conditions under which the effectiveness varies; and identify the subgroups of ex-prisoners for whom the assistance was especially effective.

The monograph will also include descriptions of the administrative components of the experiment and the operational difficulties encountered, giving particular attention to those aspects that are most relevant to proper management of any national program that might be enacted.

2-099 RECIPIENTS OF FEDERAL SUPPLEMENTAL BENEFITS AND SPECIAL UNEMPLOYMENT ASSISTANCE

MATHEMATICA, INC.
PRINCETON, N.J.

J. Alan Brewster

Contract 20-34-76-12
Project completed fiscal year 1979

Descriptors: DURATION OF UNEMPLOYMENT; UNEMPLOYMENT INSURANCE; UNEMPLOYMENT BENEFIT EXHAUSTEES; INCENTIVES; WELFARE RECIPIENTS; JOB SEARCH

This project consisted of two studies of recipients of Federal Supplemental Benefits (FSB) and other special unemployment compensation (UC) benefits. For the first study, project staff interviewed a random sample of about 800 persons in each of 15 States in March 1976. The sample consisted of recipients of FSB and Special Unemployment Assistance (SUA), plus a comparison group of individuals who received extended benefits (EB) but not FSB in 1975. Since the sample was designed to be representative of the Nation, the States selected—California, Florida, Georgia, Indiana, Missouri, New Jersey, New York, Pennsylvania, Tennessee, Louisiana, Massachusetts, Michigan, Texas, Utah, and Washington—included 73 percent of the Nation's FSB recipients and 66 percent of its SUA beneficiaries in 1975.

The first report, "A Study of Recipients of Federal Supplemental Benefits and Special Unemployment Assistance," provides valuable information about FSB and SUA recipients, including their personal and family characteristics, needs for training and job-related services, and relationships with other income transfer programs. It also evaluates effects on their incentives to seek jobs.

In late 1977, a followup study collected additional data from a sample of 2,000 respondents to the original survey, 1,500 recipients of FSB in 1975 and 500 persons who had received extended benefits (EB) but no FSB benefits during 1975. This survey was designed to permit national projections. Its findings are contained in a final report entitled "Follow-Up Study of Recipients of Federal Supplemental Benefits."

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*Ongoing project—final report not yet available.

Examination of the labor market activities of individuals who collected FSB benefits in 1975 provided information on the extent to which they were able to find new jobs and the character of the jobs they found. The labor market data also indicated the extent to which FSB recipients were attached to the labor market and whether receipt of benefits had any effect on behavior. All of these issues are important in judging the overall success of the FSB program and for planning such initiatives during future recessionary periods. The principal findings related to labor market activities were the following: (1) Nearly 60 percent of FSB recipients were employed in November 1977. Unemployment rates remained well above 20 percent, however, with younger respondents less likely to be unemployed than were older ones. (2) Over 25 percent of the sample was out of the labor force in November 1977, indicating that about 57 percent of all FSB recipients over age 55 were retired by that date. (3) Currently employed individuals were more likely to be employed in service industries than they were on their jobs prior to becoming unemployed. (4) Weekly earnings on current jobs were, on average, about 10 percent lower (in real terms) than on individuals' jobs before receiving UC. (5) Individuals were employed only about one-third of the time since the date of their initial UC claim. (6) There was significant evidence that additional potential weeks of UC eligibility reduced individuals' employment and increased the length of their unemployment spells. (7) In most of the samples examined, wage replacement ratios also had a positive effect on unemployment duration, but that effect was not statistically significant. (8) Three-quarters of all FSB recipients had used the employment service at least once since their original UC claim date. (9) Use of the employment service or enrollment in educational or training programs did not significantly affect reemployment probabilities. However, there was some indication that use of the employment service increased weekly wages for women and that enrollment in education or training increased hourly wages for men.

Findings related to unemployment compensation were the following: (1) Benefits from other transfer programs were collected by relatively few FSB households either before or after the end of the period of UC collection except for social security (27 percent) and to a lesser extent pensions, UC for other household members, and food stamps. (2) Many FSB respondents reported reducing expenditures and making other economic adjustments during their unemployment period.

A STUDY OF RECIPIENTS OF FEDERAL SUPPLEMENTAL BENEFITS AND SPECIAL UNEMPLOYMENT ASSISTANCE

Walter Corson, David Horner, Valerie Leach, Charles Metcalf, and Walter Nicholson
January 1977

Report Descriptors: UNEMPLOYMENT; WELFARE PROGRAMS; POVERTY; JOB SEARCH; UNEMPLOYMENT INSURANCE; PUBLIC EMPLOYMENT SERVICE; CALIFORNIA; FLORIDA; GEORGIA; INDIANA; LOUISIANA; MASSACHUSETTS; MICHIGAN; MISSOURI; NEW JERSEY; NEW YORK; PENNSYLVANIA; TENNESSEE; TEXAS; UTAH; WASHINGTON

NTIS PB262636/AS

FOLLOW-UP STUDY OF RECIPIENTS OF FEDERAL SUPPLEMENTAL BENEFITS

J. Alan Brewster, Walter Corson, John Friedmann, Walter Nicholson, and Andrea Vayda
September 1978

Report Descriptors: UNEMPLOYMENT; WELFARE PROGRAMS; JOB SEARCH; UNEMPLOYMENT INSURANCE

NTIS PB295337/AS

2-100 Short-Term Assistance to Preserve Jobs for Accused Citizens: Employment and Crime Project

THE AMERICAN UNIVERSITY
WASHINGTON, D.C.

Grant 21-11-77-16
Project completed fiscal year 1978

TARGET: JOBS

Barbara Kajdan and William Alexander
April 1978

Report Descriptors: CORRECTIONS; JOB RETENTION; CRIME; OFFENDERS; COUNSELING AND GUIDANCE; HANDBOOKS

NTIS PB283672/AS

EMPLOYMENT AND CRIME PROJECT, FINAL REPORT, JUNE 1978

Leon Leiberg, Fran Lazerow, William Alexander, and Nancy Alper
June 1978

NTIS PB283720/AS

CRIME AND EMPLOYMENT ISSUES

Leon Leiberg et al
June 1978

NTIS PB281531/AS

2-101 Study of Effects on Ex-Prisoners of Financial Aid and Employment Assistance Programs Designed to Facilitate Post-Release Adjustment

BUREAU OF SOCIAL SCIENCE RESEARCH, INC.
WASHINGTON, D.C.

Contract 82-11-71-45
Project completed fiscal year 1977

UNLOCKING THE SECOND GATE

Dr. Kenneth J. Lenihan and Dr. Florence Casey
1977

Report Descriptors: CORRECTIONS; WAGE SUBSIDIES; SUPPORTIVE SERVICES; INCOME MAINTENANCE; JOB PLACEMENT; MARYLAND, BALTIMORE
ETA R&D MONOGRAPH NO. 50

2-102* STUDY OF EMPLOYMENT AND TRAINING RELATED SERVICES OF CETA PRIME SPONSORS IN THE CRIMINAL JUSTICE FIELD

AMERICAN BAR ASSOCIATION
WASHINGTON, D.C.

Lynn Bell

Grant 21-11-79-13
Project still in progress

Descriptors: EMPLOYMENT AND TRAINING PROGRAM SERVICES AND TECHNIQUES; CRIME; OFFENDERS; PRIME SPONSORS (CETA); TRAINING; EMPLOYMENT; COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA)

This project will conduct a descriptive and comparative analysis of CETA-funded programs in the criminal justice field. The investigator will identify, describe, and analyze CETA services related to: (1) The employment and training of CETA participants in occupations in the criminal justice field and (2) the employment and training of offenders, regardless of occupation. The study involves an informal mail and telephone survey of all fiscal 1979 prime sponsors and all administrators of the Governors' discretionary funds, along with a selected sample of CETA subgrantees. Followup field visits will be made to a small selected sample of programs.

2-103* STUDY OF THE CALIFORNIA SHARED WORK UNEMPLOYMENT COMPENSATION PROGRAM

MATHEMATICA POLICY RESEARCH, INC.
PRINCETON, N.J.

David Kershaw

Contract 20-34-79-28
Project still in progress

Descriptors: WORK SCHEDULES; UNEMPLOYMENT INSURANCE; UNIONS; LAYOFFS; UNEMPLOYMENT; JOB RETENTION; CALIFORNIA

Shared Work Unemployment Compensation (SWUC) enables workers to go on a short week instead of being laid off during a short economic downturn and have the reduction in their hours partially covered by unemployment compensation (UC) benefits. Thus, a firm may completely avoid layoffs during a downturn by placing a large share of its workers on short weeks with UC benefits significantly offsetting the workers' partial loss of income. At present, California is the only State that has incorporated SWUC into its unemployment insurance (UI) system, but its program may become a model for other States.

This project will study SWUC in California to learn lessons that can be applied elsewhere. The researchers will carry out a comprehensive impact analysis in a carefully defined geographic area in an attempt to answer such questions as: How many temporary layoffs will be averted by SWUC participation? How will work sharing moderate income fluctuations? How will work sharing affect workers' productivity? This type of analysis will permit detailed examination of general effects and their sensitivity to the various characteristics of the UI program, economic conditions, and other factors affecting workers and firm decisionmaking. The researchers will also devote attention to safeguards for workers (e.g., to prevent speedups during work hours or to protect the integrity of the bargaining process) and for firms (e.g., to minimize unnecessary disruptions in the production process). An important spinoff from this study will be the opportunity it affords the research staff to examine general issues about the determinants of temporary layoffs and how these layoffs are related to UI.

The project will be divided into a 6-month planning phase and a 2-year implementation and evaluation phase.

2-104 TRANSITIONAL AID RESEARCH PROJECT FOR EX-OFFENDERS

GEORGIA DEPARTMENT OF LABOR
ATLANTA, GA.

Grant 20-13-75-46
Project completed fiscal year 1978

TRANSITIONAL AID FOR EX-OFFENDERS: AN EXPERIMENTAL STUDY IN GEORGIA

Jack L. Stephens and Lois W. Sanders
July 1978

Report Descriptors: CORRECTIONS; WAGE SUBSIDIES; SUPPORTIVE SERVICES; INCOME MAINTENANCE; JOB PLACEMENT; GEORGIA

NTIS PB291610/AS

2-105 TRANSITIONAL AID RESEARCH PROJECT FOR EX-OFFENDERS

AMERICAN BAR ASSOCIATION: COMMISSION ON CORRECTIONAL FACILITIES AND SERVICES
WASHINGTON, D.C.

Melvin T. Axilbund

Grant 21-11-75-19
Project completed fiscal year 1979

Descriptors: CORRECTIONS; OFFENDERS; EX-OFFENDERS; SUPPORTIVE SERVICES; INCOME MAINTENANCE; JOB PLACEMENT; PRISONERS

This project involved the development of the Transitional Aid Research Project for Ex-Offenders (TARP) in Georgia and Texas. The aim of TARP was to test whether short-term financial assistance, comparable in amount to weekly unemployment compensation, and job placement services would increase rates of employment and reduce rates of rearrest among newly released ex-offenders. The latest report describes the problems and difficulties encountered in implementing the project. In addition, it explores various judicial, social, political, legislative, and related issues involved in providing transitional financial assistance to former prison inmates.

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*Ongoing project—final report not yet available.

BACK ON THE STREET—FROM PRISON TO POVERTY (THE FINANCIAL RESOURCES OF RELEASED OFFENDERS)

Robert Horowitz
June 1976

Report Descriptors: CORRECTIONS; LAW ENFORCEMENT; INCOME MAINTENANCE

NTIS PB258880/AS

A COMPARATIVE EVALUATION OF THE BENEFITS FROM THE LIFE PROGRAM

Dr. Charles D. Mallar and Craig V. D. Thornton
January 1978

Report Descriptors: INCOME MAINTENANCE; ECONOMIC ANALYSIS AND ECONOMETRICS; CORRECTIONS; EX-PRISONERS; WAGE SUBSIDIES

NTIS PB270622/AS

FINAL REPORT ON ACTIVITIES OF THE TRANSITIONAL AID RESEARCH PROJECT

Robert Horowitz and Melvin T. Axilbund
August 1978
ETA

2-106 TRANSITIONAL AID RESEARCH PROJECT FOR EX-OFFENDERS

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OFFICE OF THE GOVERNOR OF TEXAS,
CRIMINAL JUSTICE DIVISION
AUSTIN, TEX.

Grant 20-48-75-44
Project completed fiscal year 1978

AN ASSESSMENT: THE IMPACT OF PROVIDING FINANCIAL OR JOB PLACEMENT ASSISTANCE TO EX-PRISONERS

Charles L. Smith, Pablo Martinez, and Daniel Harrison
May 1978

Report Descriptors: CORRECTIONS; WAGE SUBSIDIES; SUPPORTIVE SERVICES; INCOME MAINTENANCE; JOB PLACEMENT

NTIS PB284782/AS

3A. LABOR FORCE, LABOR MARKET, LABOR DEMAND — GENERAL

3-001* AN ANALYSIS OF OCCUPATIONAL MOBILITY THROUGH USE OF LONGITUDINAL SURVEYS DATA WITH A SUPPLEMENTARY ANALYSIS OF RESPONSE VARIABILITY

UNIVERSITY OF PENNSYLVANIA
PHILADELPHIA, PA.

Dr. Ann R. Miller, Population Studies Center

Grant 21-42-73-05
Project still in progress

Descriptors: BLUE-COLLAR WORKERS; WHITE-COLLAR OCCUPATIONS; OCCUPATIONAL STRUCTURE; OCCUPATIONAL MOBILITY; NATIONAL LONGITUDINAL SURVEYS; CAREER PATTERNS; MEN; WOMEN; YOUNG MEN; YOUNG WOMEN

An analytical study of occupational mobility is being made, emphasizing: (1) The relationship between mobility and changes in the occupational structure of employment and (2) the paths by which individuals move into specific occupations.

The study involves an analysis of data collected from four population groups covered by the National Longitudinal Surveys of labor force behavior.

3-002 DEMOGRAPHIC TRENDS, LABOR FORCE CHANGES, AND THE ECONOMY

NATIONAL COMMISSION FOR EMPLOYMENT POLICY
WASHINGTON, D.C.

Contract 20-11-76-11
Project completed fiscal year 1978

DEMOGRAPHIC TRENDS AND FULL EMPLOYMENT

R. A. Gordon, Michael L. Wachter, and Karl E. Tauber
December 1976

Report Descriptors: POPULATION; LABOR FORCE; UNEMPLOYED; MINORITIES; EMPLOYMENT AND TRAINING POLICY; IMMIGRATION

Available from: National Commission for Employment Policy, 1522 K St., N.W., Suite 300, Washington, D.C. 20005.

3-002A RESEARCH TO ANALYZE THE MANPOWER IMPLICATIONS OF CURRENT IMMIGRATION POLICIES

MANPOWER AND IMMIGRATION POLICIES IN THE UNITED STATES

David S. North and Allen LeBel
February 1978

Report Descriptors: IMMIGRATION; ALIENS; LABOR MARKET BEHAVIOR; EMPLOYMENT AND TRAINING POLICY

NTIS PB284216/AS

Also available from National Commission for Employment Policy, 1522 K St., N.W., Suite 300, Washington, D.C. 20005.

3-003 DEMONSTRATION PROJECT TO DERIVE MANPOWER IMPLICATIONS FROM ECONOMETRIC MODELS OF THE LABOR MARKET AND TO EXPLORE THE USE OF LONGITUDINAL DATA ON LABOR MARKET EXPERIENCE OF TRAINEES

BROOKLYN COLLEGE, CUNY
BROOKLYN, N.Y.

Robert S. Gay

Grant 21-36-76-01
Project completed fiscal year 1979

Descriptors: ECONOMIC FORECASTING; IMPACT OF EMPLOYMENT AND TRAINING POLICIES; GEOGRAPHIC MOBILITY; OCCUPATIONAL LICENSING; ECONOMIC ANALYSIS AND ECONOMETRICS; PREDICTION OF SUCCESS IN PROGRAMS; ASSESSMENT OF APPLICANTS AND TRAINEES; ASSESSMENT AND EVALUATION

The primary objective of this project was to examine several distinct issues and institutions that affect the utilization of human resources and to determine the economic impact of current public policy. The areas under investigation included the effect of government expenditures on local employment and income, the measurement of success from employment and training programs, and the impact of occupational licensure on labor mobility.

Descriptions of the studies recently completed or still in progress follow.

3-003A DEVELOPMENT OF ECONOMETRIC MODELS FOR LOCAL LABOR MARKETS

Descriptors: ECONOMIC FORECASTING; IMPACT OF EMPLOYMENT AND TRAINING POLICIES; GEOGRAPHIC MOBILITY; ECONOMIC LICENSING; ECONOMIC ANALYSIS AND ECONOMETRICS

The principal investigator examined econometric methodologies for forecasting labor demand and supply in local labor markets. The research was an initial attempt to develop local forecasting models that provide cyclically responsive midterm (1- to 3-year) projections of the employment needs of industry and government, capable of simulating the economic impact of alternative public policy options on local labor markets. The project resulted in a proposed methodology to meet these needs, using available national and local data for its estimations.

The proposed methodology will improve upon existing forecasting models by: (1) The use of relative price data; (2) expansion of the public sectors by using local data on government expenditures, revenues, and employment; and (3) improvements in the labor force sectors based on the theory of labor supply. The recommendations led to contract No. 20-04-76-55, which will estimate local econometric models in six areas.

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*Ongoing project—final report not yet available.

3-003B CONSTRUCTING SHORT TERM INDICATORS OF SUCCESS FOR EVALUATING TRAINING PROGRAMS

Descriptors: PREDICTION OF SUCCESS IN PROGRAMS; IMPACT OF EMPLOYMENT AND TRAINING POLICIES; ASSESSMENT AND EVALUATION; ASSESSMENT OF APPLICANTS AND TRAINEES

This project examined longitudinal data on trainees in the MDTA, JOBS, Job Corps, and Neighborhood Youth Corps programs. The purpose was to identify short-term indicators of longrun success as a result of training programs.

The study showed that placement rates, the traditional measures of program effectiveness, are not useful indicators of successful program performance. Placement data do not reveal the nature and quality of postprogram employment. Changes in wage rates, quarterly earnings, and weeks worked before and after program experience appear to be better measures of program effectiveness.

The researcher suggested expanded intake interviews and followup surveys of participants to improve evaluation of training programs and allocation of training resources at the local level.

INDICATORS OF SUCCESS FOR FOUR MANPOWER TRAINING PROGRAMS

September 1977

Report Descriptors: PREDICTION OF SUCCESS IN PROGRAMS; IMPACT OF EMPLOYMENT AND TRAINING POLICIES; ASSESSMENT OF APPLICANTS AND TRAINEES

VALIDATING PERFORMANCE INDICATORS FOR EMPLOYMENT AND TRAINING PROGRAMS

September 1978

Report Descriptors: PREDICTION OF SUCCESS IN PROGRAMS; IMPACT OF EMPLOYMENT AND TRAINING POLICIES; ASSESSMENT OF APPLICANTS AND TRAINEES; JOB PLACEMENT; TRAINING EFFECTIVENESS AND IMPACT

NTIS PB287890/AS

3-003C THE IMPACT OF OCCUPATIONAL LICENSING ON LABOR MOBILITY

Descriptors: GEOGRAPHIC MOBILITY; OCCUPATIONAL LICENSING

This project assessed the impact of State occupational licensing laws on interstate migration. The investigators compared the mobility rates of persons in licensed occupations and those in similar nonlicensed occupations. In addition, they compared mobility rates within occupational classifications for licensing States that do not have interstate reciprocity agreements, States with more lenient reciprocity, and nonlicensing States. Interstate mobility data for the 1965-70 period were taken from the 1970 Census Public Use Sample.

To assess the determinants of migration decisions more completely, the investigators developed and tested a simultaneous equations model of gross migration, income, and changes in employment for various licensed occupations. The model controlled for economic and social variables that affect migration and earnings in the absence of licensing. The key policy variables of interest are the various entry barriers imposed by State licensure.

Findings show that persons in licensed occupations are less mobile, but enjoy higher earnings, than their counterparts in nonlicensed occupations. The research also found that restrictive licensing provisions deter practitioners from moving into these States, as evidenced by reduced inmigration, while incumbent practitioners enjoy increased earnings. This study provides quantifiable evidence for State policymakers to promote reforms in current licensing practices toward unrestricted endorsement and reciprocity provisions.

IMPACT OF OCCUPATIONAL LICENSING ON MIGRATION

Morris M. Kleiner, Robert S. Gay, and Karen Greene
December 1979

Report Descriptors: GEOGRAPHIC MOBILITY; OCCUPATIONAL LICENSING; ECONOMIC ANALYSIS AND ECONOMETRICS; MIGRATION; EARNINGS
ETA COPIES LIMITED

3-004* EXPERIMENTAL STUDY OF THE RELATIONSHIP BETWEEN THE GROWTH OF EMPLOYMENT AND MIGRATION, UTILIZING THE RETROSPECTIVE DATA FROM THE 1970 CENSUS OF POPULATION

UNIVERSITY OF PENNSYLVANIA
PHILADELPHIA, PA.

Dr. Ann R. Miller, Population Studies Center

Grant 21-42-73-41
Project still in progress

Descriptors: GEOGRAPHIC MOBILITY; METROPOLITAN AREAS; OCCUPATIONAL STRUCTURE; WAGE STRUCTURE; WOMEN; MINORITIES; MIGRATION; WAGE DIFFERENTIALS; EMPLOYMENT OPPORTUNITIES; CORRECTIONS

The project is investigating the relationship between recent migration patterns for selected metropolitan areas and such factors as the area's occupational and industrial structure, the employment/unemployment mix, and wage levels.

Utilizing retrospective data available from the 1970 census of population, the study focuses on the largest standard metropolitan statistical areas.

3-005 LOCAL LABOR MARKET ECONOMETRIC FORECASTING MODELS

UNIVERSITY OF ARIZONA
TUCSON, ARIZ.

Dr. Carol Taylor, Dr. Ronald Oaxaca, and Dr. Arthur Denzau

Contract 20-04-76-55
Project completed fiscal year 1979

Descriptors: ECONOMIC FORECASTING; IMPACT OF EMPLOYMENT AND TRAINING POLICIES; COMPREHENSIVE EMPLOYMENT AND TRAINING PLANNING; LABOR MARKET INFORMATION; ECONOMIC ANALYSIS AND ECONOMETRICS; CALIFORNIA, SAN FRANCISCO; ARIZONA, PHOENIX; ARIZONA, TUCSON; MASSACHUSETTS, SPRINGFIELD; TENNESSEE, MID-CUMBERLAND; UTAH

The purpose of this study was to develop a methodology for constructing 2-year forecasting models to predict labor demand and supply in local labor markets that are cyclically sensitive. The models are designed to forecast labor demand by industry and occupation, population (with some age/sex disaggregation), labor force participation, unemployment, components of income, and major features of local government finances. Since many of the different variables estimated in the model influence one another, their interactions were also formulated in the model.

The methodology was applied to six local labor market areas with different size and growth patterns, degrees of labor market tightness, characteristics of the economic base, and distribution of employment. Two tests were performed to determine overall model accuracy. Results of the in-period test using historical data show that increased forecasting accuracy can be expected for substate areas where the industrial base is broadly diversified, a substantial portion of manufacturing employment is in nondurable goods production, and gradual smooth changes in population occur. Out-of-period tests, using data later than the forecast period, showed that the study models generally performed well in tracking the impact of the recession on the local areas.

When the researchers compared the study model with simpler forecasting methods, they found that the study methodology is an improvement over simpler approaches, primarily in the modeling of local areas with economic bases that are atypical of the United States as a whole. This finding holds true regardless of population size.

The project provides a sophisticated assessment tool for local area forecasts of the labor market effects of various public policies to stimulate local economies.
April 1979

NTIS PB80-101207

3-006* MANPOWER RESOURCES AND EMPLOYMENT EXPANSION: A SERIES OF RELATED NATIONAL AND METROPOLITAN STUDIES

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Dr. Eli Ginzberg, Director, Conservation of Human Resources Project

Grant 21-36-76-18 (formerly Grants 21-36-73-51, 21-36-73-04, 21-36-75-20, and Contract 81-36-71-01)
Project still in progress

The primary objective of this project is to probe the changing structure and functioning of American society to determine the different ways in which the development and use of the Nation's human resources affect the level of social well-being and economic output.

Numerous studies of human resource problems have been or are being undertaken, utilizing economic and related analysis on the micro and macro levels.

Descriptions of individual work studies completed under this and predecessor contracts over 3 years ago may be found in earlier editions of *Research and Development Projects.*

3-006A* THE IMPACT OF LARGE PUBLIC PROGRAMS ON EMPLOYMENT, TRAINING, AND PERSONNEL UTILIZATION

Dr. Charles Brecher

Descriptors: GOVERNMENT PROGRAM IMPACT; LABOR SUPPLY PROJECTIONS; HEALTH OCCUPATIONS; IMPACT OF EMPLOYMENT AND TRAINING POLICIES; STATE AND LOCAL GOVERNMENTS; NEW YORK, NEW YORK

This study deals with the impact of Federal health care programs, principally medicare and medicaid on the health care industry in New York City. It considers effects on employment levels and other aspects of the industry's personnel practices, including compensation levels, sources of labor supply, internal labor market structures, and opportunities for women and minorities.

The sex and ethnic composition of the health industry work force before (1965) and after medicaid (1970 and 1975) is being analyzed from data obtained from the Social Security Administration's Continuous Work History Sample. An analysis of the earnings distribution over the same time periods is also underway using both annual earnings from the Social Security Administration data and wage rates reported by the Bureau of Labor Statistics.

Preliminary analysis of wage data suggests that rates of increase for health industry workers were significant even before enactment of the public programs. Historical analysis will determine the relative influence of unionization, which predates medicare and medicaid in New York City, and the way in which the combination of unionization and more generous Federal funding affected wages and other employment practices in the industry.

3-006B* MANAGEMENT EFFECTIVENESS AND MANPOWER UTILIZATION IN LOCAL GOVERNMENT

Dr. David Lewin

Descriptors: EMPLOYMENT PATTERNS; LABOR FORCE BEHAVIOR; EMPLOYER PRACTICES AND POLICIES; MANAGEMENT EFFECTIVENESS; STATE AND LOCAL GOVERNMENTS; WORKER UTILIZATION

This study is intended to develop measures of management effectiveness and relate these measures to specific worker utilization practices in local government. The methodological approach is to develop measures for a small sample of local governments using primary data and interviews at these localities.

Field work, which consists of interviews with officials involved in management and labor relations and appropriate documentation—collective-bargaining agreements or memorandums of understanding—have been obtained

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***Ongoing project—final report not yet available.**

and partly analyzed for several locations. These include New York City and other local jurisdictions—Hudson and Bergen Counties, N.J., and the cities of Boston and Philadelphia.

A review is also being made of the measures of managerial effectiveness used in the analysis of New York City to determine their appropriateness for the other localities. Data have been collected for a wider range of services than were collected for New York City in order to identify possible new measures as well as to replicate and refine the New York City analysis.

3-006C* The Youth Labor Market: Comparative Studies

Dr. Beatrice G. Reubens

Descriptors: TRANSITION FROM SCHOOL TO WORK; YOUTH; LABOR SUPPLY; UNEMPLOYMENT; MALE/FEMALE; WORK-STUDY PROGRAMS; CAREER GOALS; JOB PLACEMENT; ATTITUDES; BASIC EDUCATION; APPRENTICESHIP; OCCUPATIONAL TRAINING; EUROPE; CANADA; JAPAN

This three-part study is designed to produce three separate reports. The first completed part, *Bridges to Work*, deals with the transition from school to work and how it is achieved in various industrialized nations. The remaining two projects are described below:

1. PREPARATION FOR WORK: A CROSS COUNTRY ANALYSIS

The study examines the extent to which education and apprenticeship in the United States, Western Europe, Japan, and Canada are instrumental in preparation for work. Preliminary findings are:

(a) Apprenticeship is currently in great favor in many countries such as West Germany, Austria, Switzerland, Great Britain, and Australia, where it is the predominant outlet for youth with no plans for college or postsecondary school training. Its advantages are smoothing the transition from school to work and lowering the cost to the public for continuing the part-time education of youth until they become 18. Despite the benefits of apprenticeship, technological and business factors are tending to decrease the willingness of employers in the more advanced industrial and commercial sectors to maintain the numbers of openings held for apprentices in the past.

(b) Despite changing youth attitudes toward work in every country, young people (usually the majority) seek to integrate themselves into the existing work patterns. The more evidence of prospects of remunerative activity (apprenticeship or jobs), the less rebellious young people seem to be. Among all the countries studied, the United States has had the least satisfactory youth labor market—a combination of high and persistent youth unemployment with a relative lack of interest in recruiting youth on the part of employers and a paucity of formal training programs such as apprenticeships.

(c) In virtually every researched country, there is a demand for reading and math skills. Some employers complain that many young people have inadequate literacy and arithmetic skills to perform job tasks or to undertake training. The complaint is frequently put in terms of a decline in standards in the schools over the years, a subject on which there is little hard evidence. In the English-speaking countries—where complaints are most numerous and come from parents, the public, and higher educational institutions—studies and proposals are at a more advanced stage than in other countries.

2. THE YOUTH LABOR SUPPLY

This international comparative study is exploring trends and developments in the supply of youth labor. Data for the United States, Canada, Western Europe, and Japan are being collected and adjusted to permit valid comparisons.

The data are being used for detailed analysis of all important aspects of youth employment and unemployment since the 1960's. The researcher is considering enrollments in educational institutions as they influence labor force participation rates, as well as the propensity to mix school and work in various countries, and weighing the effects of emigration and immigration. The youth shares of population and labor force will be contrasted among countries, and trends will be projected. Differences between sexes within and among countries, as well as other significant aspects of the overall data, will be explored.

3-006D* Manpower Conflicts Arising from Mass Layoff Entitlements (Formerly Manpower Conflicts and Resolutions)

Dr. James Kuhn

Descriptors: OCCUPATIONAL SAFETY AND HEALTH; ECONOMIC WELFARE; COLLECTIVE BARGAINING; AFFIRMATIVE ACTION PLANS; WORK ENVIRONMENT; JOB RESTRUCTURING; JOB LOCATION; JOB SATISFACTION

This study is intended to explore the value conflicts that arise in the application of various policies affecting the allocation of opportunities and services and the incentives of our mixed-market economy and the ways in which these conflicts are resolved. Initial design called for case studies in four separate areas, but this approach has been revised to favor more detailed exploration of one area—the experience before, during, and after layoffs of conflicts between claims based on affirmative action entitlements and claims based on entitlements guaranteed in collectively bargained employment contracts. Detailed case materials relating to these issues will be analyzed.

3-006E* Training Information for Policy Guidance

Dr. Marcia K. Freedman and Anna B. Dutka

Descriptors: OCCUPATIONAL TRAINING; OCCUPATIONAL MOBILITY; ON-THE-JOB TRAINING (OJT); STATE AND LOCAL AREA EMPLOYMENT; TRAINING INSTITUTES; CETA SERVICES AND PLANNING

This study is designed to help local planners allocate employment and training program expenditures to meet the anticipated demand for labor.

Occupations listed in the report are cross classified by their specific vocational preparation (SVP) levels and their three-digit census classifications and finally aggregated into training clusters based on similar SVP levels and skill content. The occupational training clusters thus combine information about the types of skills required and the length of time needed to acquire them.

The final chapter of the report discusses the logic of the occupational training clusters approach and describes testing of the associated descriptions of training routes as a guide to local planning for New York City. The report contains substantive appendixes on the health care, apparel manufacturing, metal-working and machine trades, computer, construction, printing craft, clerical, sales, appliance repair, and insurance occupations. The researchers also developed guidelines showing how occupational projections can be converted into operational categories and how these categories can then be applied to local conditions to identify the appropriate types of training. *September 1979*

NTIS PB297331/AS

Projects completed in prior fiscal years

THE CORPORATION AND THE CITY

Robert Cohen
1978

Report Descriptors: SERVICE INDUSTRIES; METROPOLITAN AREAS; EMPLOYMENT OPPORTUNITIES; LABOR MARKET AREAS; PROFESSIONALS

NTIS PB284371/AS

COMPARATIVE METROPOLITAN EMPLOYMENT COMPLEXES

Dr. Dale Hiestand and Dr. Dean W. Morse
1978

Report Descriptors: METROPOLITAN AREAS; LABOR MARKET BEHAVIOR; DUAL LABOR MARKETS; JOB STRUCTURE; UNION ATTITUDES; LABOR MARKET INFORMATION; INDUSTRY PRACTICES; NEW YORK, NEW YORK; ILLINOIS, CHICAGO; CALIFORNIA, LOS ANGELES; TEXAS, HOUSTON; GEORGIA, ATLANTA

NTIS PB290222/AS
Also available in book form: Comparative Metropolitan Employment Complexes: New York, Chicago, Los Angeles, Houston, Atlanta, Allanheld, Osmun & Co., 19 Brunswick Road, Montclair, N.J. 07042

CAREERS OF PROFESSIONAL WOMEN

Alice Yohalem
1978

Report Descriptors: WOMEN; CAREER PATTERNS; AFFIRMATIVE ACTION PLANS; EQUAL EMPLOYMENT OPPORTUNITY ACT (1972); ADVANTAGED WORKERS; CAREER GOALS; HIGH-LEVEL JOBS

NTIS PB284493/AS
Also available in book form: The Careers of the Professional Women: Commitment and Conflict, Allanheld, Osmun & Co., 19 Brunswick Road, Montclair, N.J. 07042

MANAGERS AND WORK REFORM

Dr. Marcia K. Freedman, Dr. Ivar Berg, and Michael Freeman
1978

Report Descriptors: LABOR FORCE BEHAVIOR; INDUSTRIAL RELATIONS; WORK ATTITUDES; INDUSTRY PRACTICES

NTIS PB286630/AS
Also available in book form: Managers and Work Reform: A Limited Engagement, The Free Press, New York, N.Y.

URBAN MANPOWER IMPLICATIONS OF GROWTH IN SERVICES

Dr. Thomas M. Stanback
1978

Report Descriptors: SERVICE INDUSTRIES; LABOR DEMAND; EMPLOYMENT OPPORTUNITIES; OCCUPATIONAL STRUCTURE; MICROLEVEL ANALYSIS; ECONOMIC ANALYSIS AND ECONOMETRICS

NTIS PB291425/AS

CONTROLLING SOCIAL EXPENDITURES: THE SEARCH FOR OUTPUT MEASURES

Dr. Alfred Eichner and Dr. Charles Brecher
1978

Report Descriptors: HUMAN RESOURCES; HUMAN RESOURCE DEVELOPMENT POLICY; WELFARE PROGRAMS; TRAINING EFFECTIVENESS AND IMPACT; HEALTH CARE; COST EFFECTIVENESS; SUPPORTIVE SERVICES; SERVICE DELIVERY SYSTEMS; NEW YORK, NEW YORK

NTIS PB284353/AS
Also available from Allanheld, Osmun & Co., 19 Brunswick Road, Montclair, N.J. 07042.

COLLECTIVE BARGAINING AND MANPOWER UTILIZATION IN BIG CITY GOVERNMENTS

Dr. David Lewin, Dr. Raymond Horton, and Dr. James Kuhn
1978

Report Descriptors: WAGES; WORKING CONDITIONS; UNIONS; FRINGE BENEFITS; STATE AND LOCAL GOVERNMENTS; NEW YORK, NEW YORK; CALIFORNIA, LOS ANGELES; ILLINOIS, CHICAGO
Available from: Allanheld, Osmun & Co., 19 Brunswick Road, Montclair, N.J. 07042.

STUDENT LOANS AND THE LABOR MARKET

Dr. Ivar Berg and Dr. Marcia K. Freedman
1978

Report Descriptors: EDUCATIONAL ASPIRATIONS; CREDENTIALING; DEBTOR/CREDITOR RELATIONSHIP; DISCRIMINATION; JOB CREATION; LABOR PRODUCTIVITY; COMMUTING

NTIS PB284139/AS

BRIDGES TO WORK: INTERNATIONAL COMPARISONS OF TRANSITION SERVICES

Dr. Beatrice G. Reubens
1977

Report Descriptors: YOUTH; VOCATIONAL GUIDANCE; SERVICE DELIVERY SYSTEMS; TRANSITION FROM SCHOOL TO WORK; EUROPE; JAPAN; CANADA
ETA R&D MONOGRAPH NO. 63
Also available from: Allanheld, Osmun & Co., 19 Brunswick Road, Montclair, N.J. 07042.

THE LIMITS OF HEALTH REFORM

Dr. Eli Ginzberg
1977

*Ongoing project—final report not yet available.

Report Descriptors: HEALTH CARE INDUSTRY; HEALTH OCCUPATIONS; HOSPITALS; PHYSICIANS; NURSES; EMPLOYMENT AND TRAINING PROGRAM MANAGEMENT

Also available in book form, Limits of Health Reform: The Search for Realism; Basic Books, Inc., New York, N.Y. 01977.

MANPOWER RESOURCES AND EMPLOYMENT EXPANSION: A SERIES OF RELATED NATIONAL AND METROPOLITAN STUDIES

THE HUMAN ECONOMY

Dr. Eli Ginzberg
May 1976

Report Descriptors: HUMAN RESOURCES; LABOR SUPPLY; ECONOMICS; LABOR MARKET BEHAVIOR; TRAINING EFFECTIVENESS AND IMPACT; SERVICE DELIVERY SYSTEMS; HUMAN RESOURCE DEVELOPMENT POLICY; LABOR MARKET INFORMATION

Available from McGraw-Hill Book Co., New York,N.Y.

PRIDE AGAINST PREJUDICE: WORK IN THE LIVES OF OLDER BLACKS AND YOUNG PUERTO RICAN WORKERS

Dr. Dean W. Morse
February 1977

Report Descriptors: MINORITIES; OLDER WORKERS; BLACKS; PUERTO RICANS; INNER-CITY RESIDENTS; URBAN PROBLEMS; NEW YORK, NEW YORK

NTIS PB266081/AS

Also available from Conservation of Human Resources Project, Columbia University, New York, N.Y. 10027.

LABOR MARKETS: SEGMENTS AND SHELTERS

Dr. Marcia K. Freedman, assisted by Gretchen E. Maclachlan
August 1976

Report Descriptors: INDUSTRIAL MOBILITY; LOW INCOME; RACIAL DISCRIMINATION; JOB STRUCTURE; ELITE OCCUPATIONS; OCCUPATIONAL LICENSING; UPGRADING; UNIONS; POVERTY; OCCUPATIONAL MOBILITY; GHETTO RESIDENTS; UNEMPLOYMENT INSURANCE

NTIS PB265816/AS

Also available from Allanheld, Osmun & Co., 19 Brunswick Road, Montclair, N.J. 07042.

SUBURBANIZATION AND THE CITY

Dr. Thomas M. Stanback and Richard Knight
August 1976

Report Descriptors: METROPOLITAN AREAS; SUBURBAN LABOR MARKETS; SERVICE INDUSTRIES; WOMEN; WHITE-COLLAR OCCUPATIONS; LABOR FORCE BEHAVIOR; INNER-CITY RESIDENTS; AGE DIFFERENCES; BLACKS; EMPLOYMENT OPPORTUNITIES

NTIS PB266813/AS

Also available from Allanheld, Osmun & Co., 19 Brunswick Road, Montclair, N.J. 07042.

WORK AND WELFARE IN NEW YORK CITY

POLICY STUDIES IN EMPLOYMENT AND WELFARE, NUMBER 21

Miriam Ostow and Dr. Anna B. Dutka
1975

Report Descriptors: WELFARE PROGRAMS; EMPLOYMENT PATTERNS; MIGRANTS; POVERTY; LABOR MARKET BEHAVIOR; LOW-WAGE INDUSTRIES; WELFARE RECIPIENTS; NEW YORK, NEW YORK

NTIS PB262164/AS

Also available from The Johns Hopkins University Press, Baltimore, Md. 21218, *Policy Studies in Employment and Welfare No. 21* (paperback).

3-007* NATIONAL LONGITUDINAL SURVEYS OF LABOR FORCE BEHAVIOR

THE OHIO STATE UNIVERSITY RESEARCH FOUNDATION
COLUMBUS, OHIO
AND
BUREAU OF THE CENSUS
WASHINGTON, D.C.

Dr. Herbert S. Parnes, Center For Human Resource Research, The Ohio State University; and Demographic Surveys Division, Bureau of the Census

Contracts 82-39-72-21 (formerly 81-37-68-21, 81-34-28, 81-37-69-15, 81-37-70-18)—Ohio State University; and 81-08-38 and 20-11-73-06—Bureau of the Census
Project still in progress

Descriptors: LABOR MARKET; EMPLOYMENT PATTERNS; LABOR MOBILITY; UNEMPLOYMENT; AGE DIFFERENCES; EDUCATION; TRAINING; ECONOMIC ANALYSIS AND ECONOMETRICS; SOCIOLOGICAL FACTORS; BLACK/WHITE; NATIONAL LONGITUDINAL SURVEYS; DATA SOURCES AND USE

The National Longitudinal Surveys study is probing the relationship of factors influencing the labor force behavior and work experience of four groups: Men aged 45 to 59; women 30 to 44; and men and women 14 to 24 at the beginning of the study. It focuses on the interaction among economic, sociological, and psychological variables that permit some members of a given age-education-occupation group to have satisfactory work experiences while others do not.

The study entails consecutive surveys (most by personal interview) of each group. The interviews have generally been at 1-year intervals in the first 5 years of the surveys. The initial surveys were conducted in 1966 for both groups of men, in 1967 for the women aged 30 to 44, and in 1968 for the women aged 14 to 24. Following the fifth-year personal interviews, a series of two biennial telephone followup interviews was initiated for each of the cohorts. A 10th-year personal interview was conducted for the two male cohorts in 1976, for the older women in 1977, and for the younger women in 1978.

Telephone interviews were conducted in 1978 for the younger and older men and in 1979 for the two groups of women. Plans are to continue the survey with one more telephone interview for each of these cohorts and a 15th-year personal interview for each of the cohorts. The Bureau of the Census draws the samples and collects and tabulates the data. Ohio State prepares the data-collection schedules, plans the tabulations, analyzes the results, and prepares reports analyzing the data. Reports on many of the annual surveys are reproduced as R&D (research and development) monographs. Tapes containing survey data are available for purchase from The Ohio State University.

A new cohort added to the National Longitudinal Surveys is a national sample of 13,000 young people aged 14 to 21. For these respondents, the survey will provide employment histories; details about socioeconomic status, education, training, and family background; and a number of general attitude measures.

THE NATIONAL LONGITUDINAL SURVEYS HANDBOOK (REVISED: NOVEMBER 1977)

Dr. Herbert S. Parnes and others
November 1977

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; METHODOLOGY; DATA SOURCES AND USE; HANDBOOKS; LITERATURE REVIEW

The handbook is available free from The National Longitudinal Survey Users' Office, Center for Human Resource Research, 1375 Perry St., Suite 585, Columbus, Ohio 43201.

WOMEN AND THE ECONOMY: A BIBLIOGRAPHY AND A REVIEW OF THE LITERATURE ON SEX DISCRIMINATION IN THE LABOR MARKET

Andrew I. Kohen with Susan C. Breinich and Patricia M. Shields
March 1975

Report Descriptors: SEX DISCRIMINATION; MALE/FEMALE; WOMEN

NTIS PB241193/AS

3-007A* THE PRE-RETIREMENT YEARS: A LONGITUDINAL STUDY OF THE LABOR MARKET EXPERIENCE OF MEN

Descriptors: LABOR MARKET BEHAVIOR; CAREER PATTERNS; EMPLOYMENT PATTERNS; LABOR MOBILITY; UNIONIZATION; OLDER WORKERS; LABOR FORCE PARTICIPATION; PENSIONS; BLACK/WHITE; NATIONAL LONGITUDINAL SURVEYS; INTERFIRM MOBILITY; JOB RETENTION; MEN; WAGE DIFFERENTIALS; DISCRIMINATION; RETURNS ON TRAINING; HEALTH

This portion of the National Longitudinal Surveys examines influences on the work behavior and experience of a national sample of men aged 45 to 59 when the study began. It analyzes changes in their labor force behavior and employment status.

Personal interviews were conducted in 1966, 1967, 1969, and 1971; an abbreviated mail survey in 1968; and telephone interviews in 1973 and 1975. A 10th-year personal interview survey and a telephone interview were conducted in 1976 and 1978, respectively. Plans are to continue the surveys with another telephone interview in 1980, and a 15th-year personal interview in 1981. A third report on men who were 45 to 59 years of age in 1966 describes and analyzes the changes in their labor force and employment status between 1966 (the date of the first survey) and 1969 (the date of the fourth survey). A fourth report has been issued based on the surveys through 1971.

The third report indicates that in most occupations organized workers do better by almost every measure—tenure, pay, pension coverage, for example—than the unorganized. Labor organization is especially vital to blacks. Among nonunion operatives (a job class including such occupations as truckdrivers, assemblers, textile weavers, and welders), white men earned 27 percent more an hour than did black men, whereas the differential was 11 percent among unionized operatives.

On the average, there is less discrimination against blacks in union than in nonunion labor markets. Further, relatively more blacks than whites have collective-bargaining coverage. More training equaled higher wages, irrespective of education or personal drive, particularly for black men. Wage differentials were smaller between blacks and whites with training.

Organized workers had longer job tenure, were more attached to their current jobs, and felt that they had more control over their lives.

Unionization also results in greater pension coverage. Pension plans may inhibit interfirm movement among men of this age group. The rate of voluntary job changing between 1966 and 1969 was lower for those with pension coverage than for those without. However, tenure influenced job changing the most. Regardless of pension coverage, job changers were concentrated among men with short tenure. The longer a man's tenure, the more immobile he became.

The fourth report discusses the important influence of the men's health on their labor market position. A substantial minority report health conditions that limit the amount and kind of work they can do; men reporting health limitations have lower hourly and annual earnings and suffer more unemployment; and poor health is important in explaining the lower labor force participation of black men and early withdrawal from the labor force of black and white men. Among the other findings are: (1) Occupational training does not help most middle-aged workers improve their earnings; however, some gains are made by blacks who take earlier training and later enroll in company training programs; (2) positive attitudes toward work and achievement do not benefit blacks as much as they do whites; and (3) whites progress noticeably further than blacks in firms where both are employed.

VOL. 1 (1966 SURVEY)

Herbert S. Parnes, Belton M. Fleisher, Robert C. Miljus, and Ruth S. Spitz
1970

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; OLDER WORKERS; BLACK/WHITE; LABOR MARKET BEHAVIOR; LABOR FORCE PARTICIPATION; EMPLOYMENT PATTERNS; LABOR MOBILITY; JOB RETENTION; HEALTH; JOB SATISFACTION; WORK ATTITUDES; RETIREMENT; PENSIONS

NTIS PB180530/AS
ETA MANPOWER RESEARCH MONOGRAPH NO. 15, VOL. 1, 1970
GPO

***Ongoing project—final report not yet available.**

VOL. 2 (1967 SURVEY)

Herbert S. Parnes, Karl A. Egge, Andrew I. Kohen, and Ronald M. Schmidt

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; OLDER WORKERS; BLACK/WHITE; LABOR MARKET BEHAVIOR; LABOR MOBILITY; HEALTH; JOB SATISFACTION; WORK ATTITUDES

NTIS PB192671/AS
ETA MANPOWER RESEARCH MONOGRAPH NO. 15, VOL. 2, 1970
GPO

VOL. 3 (1968 AND 1969 SURVEYS)

Dr. Herbert S. Parnes, Gilbert Nestel, and Paul J. Andrisani

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; PENSIONS; UNIONIZATION; JOB RETENTION; MEN; WAGE DIFFERENTIALS; RETURNS ON TRAINING; BLACK/WHITE; INTERFIRM MOBILITY; ATTITUDES

NTIS PB212637/AS
ETA MANPOWER RESEARCH MONOGRAPH NO. 15, VOL. 3, 1973
GPO

VOL. 4 (1966 THROUGH 1971 SURVEYS)

Dr. Herbert S. Parnes, Arvil Van Adams, Paul J. Andrisani, Andrew I. Kohen, and Gilbert Nestel
December 1974

Report Descriptors: LABOR MARKET BEHAVIOR; CAREER PATTERNS; EMPLOYMENT PATTERNS; LABOR MOBILITY; OLDER WORKERS; LABOR FORCE PARTICIPATION; PENSIONS; BLACK/WHITE; NATIONAL LONGITUDINAL SURVEYS; INTERFIRM MOBILITY; JOB RETENTION; MEN; WAGE DIFFERENTIALS; DISCRIMINATION; RETURNS ON TRAINING; HEALTH; MOTIVATION; ATTITUDES; TRANSITION FROM WORK TO RETIREMENT

ETA MANPOWER R&D MONOGRAPH NO. 15, VOL. 4, 1975
GPO

MIDDLE-AGE JOB-LOSERS

Herbert S. Parnes and Randall Howard King
March 1977

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; LABOR FORCE PARTICIPATION; EMPLOYMENT PATTERNS; OLDER WORKERS; UNEMPLOYMENT; LABOR MOBILITY

NTIS PB270851/AS

EARNINGS DIFFERENTIALS AMONG UNIONIZED WORKERS IN THE PUBLIC AND PRIVATE SECTORS

David Shapiro
July 1976

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; BLACK/WHITE; UNIONS; EARNINGS; PUBLIC SECTOR

3-007B* YEARS FOR DECISION: A LONGITUDINAL STUDY OF THE EDUCATIONAL AND LABOR MARKET EXPERIENCE OF YOUNG WOMEN

Descriptors: EDUCATION; TRAINING; LABOR FORCE PARTICIPATION; LABOR MOBILITY; TURNOVER; TRANSITION FROM SCHOOL TO WORK; JOB SATISFACTION; CAREER CHOICE; EDUCATIONAL ASPIRATIONS; LABOR MARKET BEHAVIOR; BLACK/WHITE; NATIONAL LONGITUDINAL SURVEYS; YOUNG WOMEN; INTERFIRM MOBILITY; CAREER GOALS

This study examines the transition from school to work and the early labor market experience of young women who were 14 to 24 years old in 1968. It seeks to identify changes in educational and career aspirations, work experience, and factors influencing the changes between surveys and eventually over the entire period covered by the surveys.

This portion of the National Longitudinal Surveys included annual personal interviews from 1968 to 1973. They were continued through biennial telephone interviews, a 10th-year personal interview in 1978, and a telephone interview in 1979. Plans are to continue the surveys with one more telephone interview and a 15th-year personal interview.

As the young women increased their education and experience, they were more realistic about the likelihood of their employment at age 35; but they maintained unrealistically high occupational goals. Most realistic were college graduates, especially blacks, who aspired to professional and managerial jobs; least realistic were the considerable number with less than a high school education who had similar aspirations. The substantial number of women who had changed employers enjoyed greater increases in wage rates and job satisfaction than nonchangers. Apparently early job shifts lead to better adjustments to the labor market, which produced greater stability on a job.

A fourth report examined the educational, labor market, and family experiences of young women from 1968 to 1973. It found that: (1) There were dramatic changes in women's attitudes toward working outside the home and in their actual work force participation. (For example, the number of women who would work even if their husbands disapproved more than doubled, rising from 12 to 27 percent.) (2) Although more women are entering the labor force, they continue to occupy the low-paying, traditionally female positions. (3) Many women continued to work during most of their pregnancy and returned to work shortly after their children were born. (4) There was substantial marital disruption in the sample. In the 5-year period, 1 out of 8 white women and 1 out of 3 black women went through divorce or marital separation. Marriage breakups resulted in a sizable drop in women's income level. (5) When asked what they expected to be doing at age 35, most young women mentioned home and family first. Thus it is important to encourage young women to obtain the job skills needed for a longer working career than they expect.

VOL. 1 (1968 SURVEY)

John R. Shea, Roger D. Roderick, Frederick A. Zeller, and Andrew I. Kohen
1971

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; YOUNG WOMEN; BLACK/WHITE; SOCIOLOGICAL FACTORS; EDUCATION; TRAINING; LABOR FORCE PARTICIPATION; LABOR MARKET BEHAVIOR; TRANSITION FROM SCHOOL TO WORK; STUDENTS; EMPLOYMENT PATTERNS; JOB RETENTION; WORK ATTITUDES; CHILD DAY CARE; EDUCATIONAL ASPIRATIONS

NTIS PB201289/AS
ETA MANPOWER RESEARCH MONOGRAPH NO. 24, VOL. 1, 1971
GPO

VOL. 2 (1969 SURVEY)

Roger D. Roderick, with the assistance of Joseph M. Davis
1973

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; BLACK/WHITE; TRANSITION TO WORK; LABOR MARKET BEHAVIOR; LABOR MOBILITY; GEOGRAPHIC MOBILITY; JOB SATISFACTION; VOCATIONAL GUIDANCE; EDUCATION; CURRICULUMS; YOUNG WOMEN

NTIS PB220735/AS
ETA MANPOWER RESEARCH MONOGRAPH NO. 24, VOL. 2, 1973
GPO

VOL. 3

Roger D. Roderick and Andrew I. Kohen
1973

Report Descriptors: EDUCATION; TRAINING; BLACK/WHITE; YOUNG WOMEN; LABOR FORCE PARTICIPATION; INTERFIRM MOBILITY; TURNOVER; TRANSITION FROM SCHOOL TO WORK; UNEMPLOYMENT; JOB SATISFACTION; NATIONAL LONGITUDINAL SURVEYS

NTIS PB232331/AS
ETA R&D MONOGRAPH NO. 24, VOL. 3, 1976
GPO

VOL. 4

Frank L. Mott, Steven H. Sandell, David Shapiro, Patricia K. Brito, Timothy J. Carr, Rex C. Johnson, Carol L. Jusenius, Peter J. Koenig, and Sylvia F. Moore
November 1977

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; YOUNG WOMEN; BLACK/WHITE; LABOR FORCE PARTICIPATION; EDUCATION; OCCUPATIONAL CHOICE; MARITAL STABILITY
ETA R&D MONOGRAPH NO. 24, VOL. 4, 1978
GPO

CAUSES OF DIFFERENTIALS IN EARLY LABOR MARKET SUCCESS AMONG YOUNG WOMEN

Andrew I. Kohen and Roger D. Roderick
1972

Report Descriptors: YOUNG WOMEN; WAGE DIFFERENTIALS; CAREER PATTERNS
In *Proceedings of the Social Statistics Section, American Statistical Association*, 1972.

PROSPECTIVE FERTILITY AMONG WOMEN IN THE UNITED STATES: THE DETERMINANTS OF FERTILITY EXPECTATIONS AND IDEALS

Richard L. Shortlidge, Jr. and Andrew I. Kohen
June 1975

Report Descriptors: YOUNG WOMEN; ASPIRATIONS; ATTITUDES; EMPLOYMENT; CHILDREN; FERTILITY

NTIS PB242791/AS

HOW WOMEN ARRANGE FOR THE CARE OF THEIR CHILDREN WHILE THEY WORK: A STUDY OF CHILD CARE ARRANGEMENTS, COSTS, AND PREFERENCES IN 1971.

Richard L. Shortlidge, Jr. and Patricia K. Brito
January 1977

Report Descriptors: MOTHERS; CHILD DAY CARE; LABOR FORCE PARTICIPATION

THE DETERMINANTS AND CONSEQUENCES OF OCCUPATIONAL INFORMATION FOR YOUNG WOMEN

Frank L. Mott and Sylvia F. Moore
April 1976

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; YOUNG WOMEN; BLACK/WHITE; OCCUPATIONAL INFORMATION; TESTING

NTIS PB270890/AS

CAREER PATTERNS OF A NATIONAL SAMPLE OF WOMEN

Louise Vetter and David W. Stockburger
1974

Report Descriptors: YOUNG WOMEN; WOMEN; CAREER PATTERNS
Available from The Center for Vocational and Technical Education, The Ohio State University, 1974.

RACIAL DIFFERENCES IN FEMALE LABOR FORCE PARTICIPATION: TRENDS AND IMPLICATIONS FOR THE FUTURE

Dr. Frank L. Mott
May 1978

Report Descriptors: EMPLOYMENT; WOMEN; BLACKS; EARNINGS; NATIONAL LONGITUDINAL SURVEYS; ATTITUDES

WORK EXPECTATIONS, HUMAN CAPITAL ACCUMULATION, AND THE WAGES OF YOUNG WOMEN

Dr. Steven H. Sandell, Dr. David Shapiro, and Research Associates
April 1978

***Ongoing project—final report not yet available.**

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; YOUNG WOMEN; LABOR FORCE BEHAVIOR; ECONOMIC ANALYSIS AND ECONOMETRICS

WORK AND FAMILY IN THE SCHOOL LEAVING YEARS: A COMPARISON OF FEMALE HIGH SCHOOL GRADUATES AND DROPOUTS

Frank L. Mott and Lois B. Shaw
May 1978

Report Descriptors: WOMEN; BLACK/WHITE; EARNINGS; EDUCATION; UNEMPLOYMENT; CHILDREN

THE CAUSES OF MARITAL DISRUPTION AMONG AMERICAN WOMEN: AN INTERDISCIPLINARY PERSPECTIVE

Frank L. Mott and Sylvia F. Moore
September 1978

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; BLACK/WHITE; UNIONS; EARNINGS; PUBLIC SECTOR

COUNTING YOUTH: A COMPARISON OF YOUTH LABOR FORCE STATISTICS IN THE CURRENT POPULATION SURVEY AND THE NATIONAL LONGITUDINAL SURVEYS

Michael E. Borus, Frank L. Mott, and Gilbert Nestel
July 1978

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; METHODOLOGY; YOUNG MEN; YOUNG WOMEN; EMPLOYMENT; UNEMPLOYMENT

3-007C* CAREER THRESHOLDS: A LONGITUDINAL STUDY OF THE EDUCATIONAL AND LABOR MARKET EXPERIENCE OF MALE YOUTH

Descriptors: BLACK/WHITE; YOUNG MEN; RETURNS ON EDUCATIONAL INVESTMENT; TRANSITION FROM SCHOOL TO WORK; LABOR MARKET BEHAVIOR; LABOR MOBILITY; TURNOVER; OCCUPATIONAL MOBILITY; WAGE STRUCTURE; CAREER CHOICE; EDUCATIONAL ASPIRATIONS; NATIONAL LONGITUDINAL SURVEYS; DROPOUTS; INTERFIRM MOBILITY; WORK ATTITUDES

This portion of the National Longitudinal Surveys examines the transition from school to work and the early labor market experience of a national sample of young men who were 14 to 24 years of age in 1966. It identifies changes over time in their educational and career aspirations, employment and unemployment experience, and other factors affecting work experience, including attitudes, socioeconomic background, and education.

There were personal interviews every year from 1966 to 1971, telephone surveys in 1973 and 1975, a 10th-year interview in 1976, and a telephone interview in 1978. Plans are for a telephone interview in 1980 and a 15th-year personal interview in 1981.

A comparison of the labor market experiences of out-of-school high school graduates and nongraduates shows that the graduates fared better, despite their shorter labor market exposure. They showed a stronger commitment to work and sense of personal effectiveness. The data on unemployment and on hourly earnings indicate that young black men were hurt more than the young white men by dropping out of school.

Young men initially in jobs with lower pay and satisfaction generally changed jobs more often and improved their position. A greater proportion of blacks than whites changed jobs. Both black and white job changers experienced more unemployment than did nonchangers. This held down the increase in annual earnings for whites, but not for blacks.

Controlling for age, education, and occupation did not alter the intercolor difference in occupational movement, which widened the socioeconomic disparity between blacks and whites.

The fifth report examined the impact of collective-bargaining coverage on the 1969-70 labor market experiences of young male blue-collar workers. It showed that collective-bargaining coverage has a substantial net impact on the hourly earnings of both white and black men in the early stages of their work careers. Furthermore, unionized blacks experienced much less unemployment than did their nonunionized counterparts.

The sixth volume analyzed six years of labor market experience for respondents who were interviewed annually from 1966-71. In 1971 the respondents were ages 19-29 and therefore many had made important decisions about the world of work they would enter or had already entered. The volume analyzes several interrelated aspects of the educational and labor market experiences of the young men. Individual chapters focus on: (1) Processes of goal formation and revision. The findings indicate that the net effect of social class on aspiration levels is insignificant for blacks and, for whites it is far less than might have been anticipated; (2) accumulation of human capital which is found to play important and independent roles in the achievement of labor market success of young men; (3) the consequences of occupational mobility. Findings show that the absolute size of the gain was considerably smaller for blacks than whites; (4) dimensions of youth unemployment; and (5) the determinants and consequences of military service during the Vietnam era. Regarding the last, the results show that the socioeconomic background of veterans, after controlling for education and ability, exhibited no independent direct effect upon the likelihood of service. In addition, after taking into account various background factors, the investigators found that youth who had completed only their high school education served in the military in disproportionate numbers.

VOL. 1 (1966 SURVEY)

Herbert S. Parnes, Robert C. Miljus, and Ruth S. Spitz
1970

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; LABOR MARKET BEHAVIOR; BLACK/WHITE; CAREER PATTERNS; EDUCATION; TRAINING; SOCIOLOGICAL FACTORS; VOCATIONAL EDUCATION; JOB SEARCH; VOCATIONAL GUIDANCE; JOB SATISFACTION; TRANSITION FROM SCHOOL TO WORK; CAREER GOALS; YOUNG MEN; EDUCATIONAL ASPIRATIONS

NTIS PB183539/AS
ETA MANPOWER RESEARCH MONOGRAPH NO. 16, VOL. 1, 1970
GPO

VOL. 2 (1967 SURVEY)

Frederick A. Zeller, John R. Shea, Andrew I. Kohen, and Jack A. Meyer
1971

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS;

LABOR MARKET BEHAVIOR; GEOGRAPHIC MOBILITY; OCCUPATIONAL MOBILITY; EDUCATION; TRAINING; JOB SATISFACTION; TRANSITION FROM SCHOOL TO WORK; BLACK/WHITE; DROPOUTS; YOUNG MEN

NTIS PB201288/AS
ETA MANPOWER RESEARCH MONOGRAPH NO. 16, VOL. 2, 1971
GPO

VOL. 3 (1968 SURVEY)

Andrew I. Kohen and Herbert S. Parnes
1971

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; TRANSITION TO WORK; LABOR MARKET BEHAVIOR; EDUCATIONAL ASPIRATIONS; EDUCATION; TRAINING; LABOR FORCE PARTICIPATION; LABOR MOBILITY; JOB SATISFACTION; BLACK/WHITE; CAREER GOALS; YOUNG MEN

NTIS PB201287/AS
ETA MANPOWER RESEARCH MONOGRAPH NO. 16, VOL. 3, 1971
GPO

VOL. 4 (1969 SURVEY)

Andrew I. Kohen, with the assistance of Paul Andrisani
January 1973

Report Descriptors: BLACK/WHITE; YOUNG MEN; RETURNS ON EDUCATIONAL INVESTMENT; LABOR MOBILITY; TURNOVER; OCCUPATIONAL MOBILITY; WAGE STRUCTURE; CAREER CHOICE; EDUCATIONAL ASPIRATIONS; WORK ATTITUDES; NATIONAL LONGITUDINAL SURVEYS; TRANSITION TO WORK

NTIS PB220734/AS
ETA MANPOWER RESEARCH MONOGRAPH NO. 16, VOL. 4, 1974
GPO

VOL. 5 (1969 AND 1970 SURVEYS)

Paul J. Andrisani and Andrew I. Kohen
April 1975

Report Descriptors: BLACK/WHITE; UNIONS; EARNINGS; UNEMPLOYMENT; BLUE-COLLAR WORKERS; YOUNG MEN; NATIONAL LONGITUDINAL SURVEYS

NTIS PB243396/AS
ETA R&D MONOGRAPH NO. 16, VOL. 5, 1976
GPO

VOL. 6

Andrew I. Kohen, John T. Grasso, Steven C. Myers, and Patricia M. Shields
March 1977

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; BLACK/WHITE; LABOR MARKET BEHAVIOR; YOUNG MEN; TRANSITION FROM SCHOOL TO WORK; VETERANS

NTIS PB266221/AS
ETA R&D MONOGRAPH NO. 16, VOL. 6, 1977
GPO

KNOWLEDGE OF THE WORLD OF WORK: A TEST OF OCCUPATIONAL INFORMATION FOR YOUNG MEN

Dr. Andrew I. Kohen and Susan C. Breinich
1974

Report Descriptors: OCCUPATIONAL INFORMATION; YOUNG MEN; TESTING
Available from The Ohio State University Center for Human Resource Research.

THE EFFECTS OF RACE AND SEX DISCRIMINATION ON EARLY CAREER EARNINGS

Andrew I. Kohen and Roger D. Roderick
June 1975

Report Descriptors: YOUNG MEN; YOUNG WOMEN; BLACK/WHITE; SEX DISCRIMINATION; DISCRIMINATION

NTIS PB242772/AS

THE CONTRIBUTIONS OF VOCATIONAL EDUCATIONAL TRAINING AND WORK EXPERIENCE TO THE EARLY CAREER ACHIEVEMENTS OF YOUNG MEN

John T. Grasso
July 1975

Report Descriptors: YOUNG MEN; VOCATIONAL EDUCATION; HIGH SCHOOLS; RETURNS ON EDUCATIONAL INVESTMENT; LABOR MARKET BEHAVIOR

THE DEMAND FOR COLLEGE: THE EFFECT OF LOCAL COLLEGES ON ATTENDANCE

Steven H. Sandell
June 1976

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; EDUCATIONAL ASPIRATIONS; UNIVERSITIES AND COLLEGES

THE DETERMINANTS OF SERVICE IN THE ARMED FORCES DURING THE VIETNAM ERA

Patricia M. Shields
December 1977

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; YOUNG MEN; STATUS; ARMED FORCES; HEALTH; BLACK/WHITE

THE LABOR MARKET CONSEQUENCES OF DROPPING OUT OF HIGH SCHOOL

Randall Howard King
September 1978

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; DROPOUTS; YOUNG MEN; YOUNG WOMEN; RETURNS ON EDUCATIONAL INVESTMENT; EMPLOYMENT

TEENAGE UNEMPLOYMENT: SOME EVIDENCE OF THE LONG-RUN EFFECTS ON WAGES

Brian E. Becker and Stephen M. Hills
February 1979

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; YOUNG MEN; BLACK/WHITE; EARNINGS; TRANSITION TO WORK; UNEMPLOYMENT

NTIS PB296213/AS

***Ongoing project—final report not yet available.**

3-007D* DUAL CAREERS: A LONGITUDINAL STUDY OF THE LABOR MARKET EXPERIENCE OF WOMEN

Descriptors: WOMEN; LABOR FORCE PARTICIPATION; LABOR MOBILITY; CHILD DAY CARE; MATURE WORKERS; JOB SATISFACTION; WORK ATTITUDES; LABOR MARKET BEHAVIOR; FAMILIES; TURNOVER; HEALTH; BLACK/WHITE; NATIONAL LONGITUDINAL SURVEYS; JOB SEARCH

This portion of the National Longitudinal Surveys examines: (1) Determinants of the labor force participation and experience of a national sample of mature women, many of whom were returning to the labor market after a period of absence spent fulfilling family responsibilities; (2) changes in work plans, the relationship between age of children and working, education, and job search problems; and (3) the possible effects of child-care facilities on labor force participation.

Personal interviews were conducted in 1967, when the women were 30 to 44 years of age, and in 1969, 1971, and 1972. A brief questionnaire was mailed in 1968. Telephone interviews were conducted in 1974 and 1976, a 10th-year personal interview was held in 1977, and a telephone interview was conducted in 1979. Plans call for a telephone interview in 1981 and a 15th-year personal interview in 1982.

The first and second followup reports examined primarily changes in the women's labor force and employment status between 1967 and 1969 and how they were related to changes in personal and family characteristics.

Labor force participation noticeably increased among married women who: (1) Had children under 6 years of age in 1967 but not in 1969; (2) had more children in college in 1969 than in 1967; (3) reported in 1967 that they "expected to be working" 5 years hence, rather than "staying home," "going to school," etc. (asked of women not in the labor force in 1967); (4) received training or a degree, diploma, or certificate after the initial survey, which the authors see as a manifestation of an already strong work commitment; and (5) had white-collar husbands (and were white with children under age 6 in 1967, but not in 1969), suggesting that more easily available child-care facilities would produce the greatest labor force increase among the relatively well-to-do.

Few of the married women not in the labor force (less than 1 percent of the whites and only 3 percent of the blacks) reported that their reason for not looking for work was inability to find work. Family responsibilities were mentioned most often.

Interfirm mobility was high among women who, in 1967, were in low-paying or short tenure jobs or disliked their jobs. Job changers were more likely to have had pay increases than were nonchangers. The third followup report examines the demand for child-care facilities and movement into and out of traditionally female occupations. Black and white women in atypical occupations in 1971 had higher average hourly rates of pay than those in typically female jobs. While white women moved out of traditionally female occupations over the 1967-71 period, black women tended to enter these occupations.

A significant number of women would like to utilize organized day care. For every mother of a preschool child who was using a day-care center or home, there were three who would have liked to use one. The lack of adequate child care prevented 5 percent of the white and 26 percent of the black mothers of children under 6 from looking for work. The study suggests, however, that the demand for day care results more from the unavailability of family members to care for children than from a preference for organized day-care arrangements.

The fourth followup report analyzes several aspects of the women's labor market experience and behavior during 1967-72. For this cohort, the 5 years produced a general improvement in labor market position. There was considerable stability in labor force status not only during this period, but also over the entire working lives of the women. However, only a minority established "careers" in the sense of having worked in the same or related occupations for as much as three-fourths of their time since leaving school. This proportion is as high as one-half among the never married (without children), about one-third among the ever married without children, but only 7 percent among the ever married with children. Nevertheless, married women who are employed make substantial contributions to family income—one-fourth on the average for white women and one-third for blacks.

The findings show that, irrespective of marital status, the women's labor market success is related to their previous investments in human capital—number of years of schooling, training outside the formal educational system, and extent of work experience. Work experience, however, is not uniformly important, having little influence on low-skilled jobs.

Women's "tastes" and attitudes are strongly related to their labor market behavior. Specifically, if a woman has "liberated" views on the propriety of labor market participation by the mothers of young children, she is more likely to have pursued a career. If employed, she is more likely to have persons other than family members care for her children.

Black women fare less well than white women, in most respects, even when factors affecting their relative productivities (e.g., education) are controlled.

Beyond combating whatever sex discrimination may exist and enhancing labor market options by continuing to increase child-care services, labor market policies relating to women should be no different from those for men.

VOL. 1 (1967 SURVEY)

John R. Shea, Ruth S. Spitz, and Frederick A. Zeller
1970

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; WOMEN; SOCIOLOGICAL FACTORS; BLACK/WHITE; LABOR FORCE PARTICIPATION; LABOR MARKET BEHAVIOR; HEALTH; EDUCATION; TRAINING; CHILD DAY CARE; COMMUTING; WORK SCHEDULES; OCCUPATIONAL MOBILITY; GEOGRAPHIC MOBILITY; EARNINGS; WORK ATTITUDES; JOB SATISFACTION; JOB RETENTION

NTIS PB193239/AS
ETA MANPOWER RESEARCH MONOGRAPH NO. 21, VOL. 1, 1970
GPO

VOL. 2 (1969 SURVEY)

John R. Shea, Sookon Kim, and Roger D. Roderick

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; ROLE MODELS; ATTITUDES; WORK ROLES; LABOR

MOBILITY; LABOR FORCE PARTICIPATION

NTIS PB214569/AS
ETA MANPOWER RESEARCH MONOGRAPH NO. 21, VOL. 2, 1973
GPO

VOL. 3 (1967, 1969, AND 1971 SURVEYS)

Carol L. Jusenius and Richard L. Shortlidge, Jr.
February 1975

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; WOMEN; BLACK/WHITE; LABOR FORCE PARTICIPATION; OCCUPATIONAL MOBILITY; JOB SATISFACTION; EARNINGS; FAMILIES; LABOR MOBILITY; MOTHERS; CHILD DAY CARE; OCCUPATIONAL CHOICE

NTIS PB241192/AS
ETA R&D MONOGRAPH NO. 21, VOL. 3, 1975
GPO

VOL. 4 (1967, 1969, 1971, AND 1972 SURVEYS)

Herbert S. Parnes, Carol L. Jusenius, Francine Blau, Gilbert Nestel, Richard L. Shortlidge, Jr., and Steven H. Sandall
December 1975

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; WOMEN; BLACK/WHITE; OCCUPATIONAL MOBILITY; LABOR FORCE PARTICIPATION; CHILD DAY CARE

NTIS PB250512/AS
ETA R&D MONOGRAPH NO. 21, VOL. 4, 1976

THE THEORY OF HUMAN CAPITAL AND THE EARNINGS OF WOMEN: A RE-EXAMINATION OF THE EVIDENCE

Dr. Steven H. Sandell and Dr. David Shapiro
September 1975

Report Descriptors: WOMEN; JOB RETENTION; LABOR MARKET BEHAVIOR; EMPLOYMENT PATTERNS; EARNINGS

THE MATURE WOMEN'S COHORT: A SOCIOECONOMIC OVERVIEW

Dr. Frank L. Mott
April 1978

Report Descriptors: WOMEN; NATIONAL LONGITUDINAL SURVEYS; EARNINGS; EMPLOYMENT; BLACKS; ATTITUDES

IS THE UNEMPLOYMENT RATE OF WOMEN TOO LOW? A DIRECT TEST OF THE ECONOMIC THEORY OF JOB SEARCH

Dr. Steven H. Sandell
May 1978

Report Descriptors: UNEMPLOYMENT; WOMEN; NATIONAL LONGITUDINAL SURVEYS; WAGES; LABOR MARKET BEHAVIOR

ECONOMIC CONSEQUENCES OF MARITAL DISRUPTION FOR WOMEN IN THEIR MIDDLE YEARS

Lois B. Shaw
June 1978

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; WOMEN; ECONOMIC STATUS; BLACK/WHITE; EMPLOYMENT; EARNINGS

THE SOCIOECONOMIC CIRCUMSTANCES OF HOUSEHOLDS HEADED BY WOMEN: RESULTS FROM THE NATIONAL LONGITUDINAL SURVEYS

Frank L. Mott
December 1978

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; WOMEN; YOUNG WOMEN; LABOR MARKET BEHAVIOR; BLACK/WHITE; EMPLOYMENT

3-007E* NATIONAL LONGITUDINAL SURVEYS CLEARINGHOUSE

Descriptors: DATA SOURCES AND USE; INFORMATION SYSTEMS; NATIONAL LONGITUDINAL SURVEYS

This project makes the National Longitudinal Surveys (NLS) data base available to employment and training and social science researchers throughout the country. The Ohio State University Center for Human Resource Research has prepared computer tapes containing the NLS data base. It serves as a national clearinghouse for information relating to the data files, as well as to ongoing and completed research utilizing the data.

All known users of the NLS data files have been requested to tell the Center about any problems they uncover in the data files, so that other users can be informed and corrective action taken. Through a quarterly questionnaire, the Center requests tape users to provide brief descriptions of research in progress, to list the titles of completed research reports, and to send a file copy of each report to the Center. A quarterly NLS newsletter issued by the Center publicizes all such information to keep all members of the NLS research community apprised of work going on elsewhere.

3-007F* PATHWAYS INTO THE WORLD OF WORK: EXPERIENCES OF YOUTH

Descriptors: NATIONAL LONGITUDINAL SURVEYS; LABOR MARKET; EDUCATION; EMPLOYMENT PATTERNS; BLACK/WHITE; YOUNG MEN; YOUNG WOMEN; SPANISH-SPEAKING AMERICANS; DISADVANTAGED

A new cohort has been added to the NLS—a national sample of 13,000 young people between the ages of 14 and 21, with overrepresentation of blacks, Hispanics, and economically disadvantaged whites. It includes a representative sample of 1,300 youth in the Armed Forces amongs its respondents. The cohort was interviewed for the first time in early 1979, with annual interviews planned for the following 4 years. The National Opinion Research Center is conducting the fieldwork.

The study's objectives include: (1) Exploring in greater depth than has hitherto been possible the complex of economic, social, and psychological causes of variation in the labor market experiences of youth; (2) evaluating different public programs designed to improve the labor market position of youth; and (3) analyzing the impact of a changing socioeconomic environment on the educational and labor market experiences of youth, by comparing data from the present study with those yielded by the surveys of the earlier NLS cohorts of young men (1966) and young women (1968).

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*Ongoing project—final report not yet available.

A COMPARATIVE STUDY OF THE DURATION OF UNEMPLOYMENT OF YOUNG AND MIDDLE-AGED MEN

Timothy J. Carr
January 1979

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; YOUNG MEN; MEN; UNEMPLOYMENT; JOB SEARCH; BLACK/WHITE

NTIS PB296174/AS

DOES LIVING IN A SINGLE-PARENT FAMILY AFFECT HIGH SCHOOL COMPLETION FOR YOUNG WOMEN?

Lois B. Shaw
March 1979

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; YOUNG WOMEN; WOMEN; FAMILIES; EDUCATION; BLACK/WHITE

NTIS PB296147/AS

TEENAGE LOCUS OF CONTROL AND ADULT UNEMPLOYMENT

Brian E. Becker and Stephen M. Hills
January 1979

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; YOUNG MEN; BLACK/WHITE; UNEMPLOYMENT; WORK ATTITUDES; MOTIVATION

NTIS PB296171/AS

MEASUREMENT ERROR AND THE CONSEQUENCES: THE CASE OF ANNUAL HOURS OF WORK

Steven H. Sandell and Peter J. Koenig
October 1978

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; ECONOMIC ANALYSIS AND ECONOMETRICS; EARNINGS; YOUNG MEN; YOUNG WOMEN

NTIS PB296227/AS

3-008* POSTDOCTORAL GRANT AWARDS FOR SPECIAL RESEARCH ANALYZING DATA FROM THE NATIONAL LONGITUDINAL SURVEYS

NATIONAL LONGITUDINAL SURVEYS
Project still in progress

These research studies—awarded under a special grant competition—are analyzing data from the National Longitudinal Surveys (NLS) that are likely to have significant implications for employment and training policies and programs. The researchers are studying data from each of the four NLS cohorts: Young men and women aged 14 to 24 (at the time of initial interview), who are recent entrants to the labor force; women aged 30 to 44, who are likely to be returning to the work force after last child enters school; and men aged 45 to 59 and in their preretirement years. The specific projects are listed below.

3-009* UNEMPLOYMENT AND UNSTABLE WORK CAREERS: A STUDY OF THE EFFECTS OF EARLY WORK EXPERIENCE ON FUTURE EMPLOYMENT PROSPECTS OF YOUNG MEN

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Dr. Burton Singer

Grant 21-36-78-43
Project still in progress

Descriptors: NATIONAL LONGITUDINAL SURVEYS; YOUNG MEN; UNEMPLOYMENT; LABOR MARKET BEHAVIOR; EMPLOYMENT PATTERNS

For a description of this project, see Postdoctoral Grant Awards for Special Research Analyzing Data from the National Longitudinal Surveys.

3-010* WHY WOMEN WORK: AN ANALYSIS OF THE ECONOMIC AND PERSONAL REASONS

UNIVERSITY OF CALIFORNIA
BERKELEY, CALIF.

Dr. Clair B. Vickery

Grant 21-06-78-44
Project still in progress

Descriptors: NATIONAL LONGITUDINAL SURVEYS; LABOR FORCE BEHAVIOR; WOMEN; HOUSEHOLDS

For a description of this project, see Postdoctoral Grant Awards for Special Research Analyzing Data from the National Longitudinal Surveys.

3-011* RACIAL DISCRIMINATION AND OCCUPATIONAL CHOICE: ESTIMATES BASED ON A SAMPLE OF YOUNG MEN

UNIVERSITY OF NORTH CAROLINA
GREENSBORO, N.C.

Dr. G. Donald Jud

Grant 21-37-78-45
Project still in progress

Descriptors: NATIONAL LONGITUDINAL SURVEYS; YOUNG MEN; DISCRIMINATION; OCCUPATIONAL CHOICE

For a description of this project, see Postdoctoral Grant Awards for Special Research Analyzing Data from the National Longitudinal Surveys.

3-012* Cyclical Economic Activity and the Labor Market

WILLIAMS COLLEGE
WILLIAMSTOWN, MASS.

Dr. Samuel Rosenberg

Grant 21-25-78-46
Project still in progress

Descriptors: NATIONAL LONGITUDINAL SURVEYS; MEN; LABOR MARKET BEHAVIOR; BLACK/WHITE; LABOR FORCE PARTICIPATION; OCCUPATIONAL MOBILITY

For a description of this project, see Postdoctoral Grant Awards for Special Research Analyzing Data from the National Longitudinal Surveys.

3-013* Race, Labor Turnover, and Male Earnings

UNIVERSITY OF CALIFORNIA
SANTA BARBARA, CALIF.

Dr. George J. Borjas

Grant 21-06-78-47
Project still in progress

Descriptors: NATIONAL LONGITUDINAL SURVEYS; MEN; WAGES; BLACK/WHITE; TURNOVER; LABOR MOBILITY

For a description of this project, see Postdoctoral Grant Awards for Special Research Analyzing Data from the National Longitudinal Surveys.

3-014* An Analysis of Employment and Earnings: Differences in the Early Careers of Men and Women

SMITH COLLEGE
NORTHAMPTON, MASS.

Dr. Robert K. Buchele

Grant 21-25-78-48
Project still in progress

Descriptors: NATIONAL LONGITUDINAL SURVEYS; EMPLOYMENT; EARNINGS; YOUNG MEN; YOUNG WOMEN; SEX DISCRIMINATION

For a description of this project, see Postdoctoral Grant Awards for Special Research Analyzing Data from the National Longitudinal Surveys.

3-015* Causal Models of Stability and Change in Women's Work-Relevant Attitudes and Employment Behavior

UNIVERSITY OF CONNECTICUT
STORRS, CONN.

Dr. Myra Marx Ferree

Grant 21-09-78-49
Project still in progress

Descriptors: NATIONAL LONGITUDINAL SURVEYS; WOMEN; ATTITUDES; EMPLOYMENT

For a description of this project, see Postdoctoral Grant Awards for Special Research Analyzing Data from the National Longitudinal Surveys.

3-016* A Study of Wage Dynamics Based on the National Longitudinal Surveys

NATIONAL OPINION RESEARCH CENTER
CHICAGO, ILL.

Dr. Nicholas Kiefer

Grant 21-17-78-50
Project still in progress

Descriptors: NATIONAL LONGITUDINAL SURVEYS; EARNINGS; MEN; YOUNG MEN; BLACK/WHITE

For a description of this project, see Postdoctoral Grant Awards for Special Research Analyzing Data from the National Longitudinal Surveys.

3-017* Determinants of Successful Reentry of Older Women into the Labor Force

TEMPLE UNIVERSITY
PHILADELPHIA, PA.

Dr. Eileen Appelbaum

Grant 21-42-78-51
Project still in progress

Descriptors: NATIONAL LONGITUDINAL SURVEYS; WOMEN; LABOR FORCE BEHAVIOR; EMPLOYMENT; PART-TIME EMPLOYMENT

For a description of this project, see Postdoctoral Grant Awards for Special Research Analyzing Data from the National Longitudinal Surveys.

3-018* Job Shopping Among Young Men

UNIVERSITY OF VIRGINIA
CHARLOTTESVILLE, VA.

Dr. William Clint Johnson

Grant 21-51-78-52
Project still in progress

***Ongoing project—final report not yet available.**

Descriptors: NATIONAL LONGITUDINAL SURVEYS; BLACK/WHITE; YOUNG MEN; TURNOVER; WAGES

For a description of this project, see Postdoctoral Grant Awards for Special Research Analyzing Data from the National Longitudinal Surveys.

3-019* EARNINGS MOBILITY OF PRIMARY EARNERS IN HOUSEHOLDS WITH LOW EARNINGS

BOWDOIN COLLEGE
BRUNSWICK, MAINE

Dr. Peter Gottschalk

Grant 21-23-78-53
Project still in progress

Descriptors: NATIONAL LONGITUDINAL SURVEYS; EARNINGS; LOW INCOME; LABOR MOBILITY

For a description of this project, see Postdoctoral Grant Awards for Special Research Analyzing Data from the National Longitudinal Surveys.

3-020* THE STRUCTURE AND DETERMINANTS OF YOUTHFUL UNEMPLOYMENT: AN EMPIRICAL ANALYSIS OF BLACK/WHITE, MALE-FEMALE DIFFERENCES

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Dr. Harold Watts

Grant 21-36-78-54
Project still in progress

Descriptors: NATIONAL LONGITUDINAL SURVEYS; BLACK/WHITE; YOUTH; UNEMPLOYMENT; MALE/FEMALE

For a description of this project, see Postdoctoral Grant Awards for Special Research Analyzing Data from the National Longitudinal Surveys.

3-021* WOMEN'S LABOR FORCE PARTICIPATION AND FERTILITY: EVIDENCE FROM THE NATIONAL LONGITUDINAL SURVEYS

UNIVERSITY OF PENNSYLVANIA
PHILADELPHIA, PA.

Dr. Eileen Crimmins

Grant 21-42-78-55
Project still in progress

Descriptors: NATIONAL LONGITUDINAL SURVEYS; EMPLOYMENT; YOUNG WOMEN; FERTILITY; LABOR FORCE BEHAVIOR

For a description of this project, see Postdoctoral Grant Awards for Special Research Analyzing Data from the National Longitudinal Surveys.

3-022* THE POST-RETIREMENT WORK EXPERIENCE OF NONSUPERVISORY PERSONNEL

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Dr. Dean W. Morse

Grant 21-36-79-25
Project still in progress

Descriptors: RETIREMENT; PROFESSIONALS; BLUE-COLLAR WORKERS; PENSIONS; WAGES

Personnel from three large corporations (A.T. & T., GE, and Sears) who have retired (i.e., receive pension benefits from a private employer) will be surveyed. Findings from an earlier study by the Conservation of Human Resources Project of retired professional and managerial personnel from these three firms will be used as a basis for comparison with results from this survey.

3-023 SOCIAL SCIENCE RESEARCH COUNCIL CONFERENCE ON THE NATIONAL LONGITUDINAL SURVEYS

SOCIAL SCIENCE RESEARCH COUNCIL
NEW YORK, N.Y.

Dr. Robert Parke

Grant 21-36-77-36
Project completed fiscal year 1979

Descriptors: NATIONAL LONGITUDINAL SURVEYS; LABOR MOBILITY; BLACK/WHITE; LABOR MARKET BEHAVIOR; MALE/FEMALE; METHODOLOGY

The Social Science Research Council held a 2-day conference in October 1977, in Washington, D.C., on the future uses of the National Longitudinal Surveys (NLS). It brought together researchers from economics, sociology, psychology, and statistics to present and discuss suggestions for the future content and analysis of the surveys.

A major paper presented at the conference reviewed the research uses of the NLS data. Other papers covered the storage, retrieval, and analysis of life history data, as well as topics such as future labor force issues, discrimination, quality of work life, the family, job search, transition from school to work, and social-psychological issues.

The conference produced many research ideas that could be addressed in the future by the NLS, including: (1) Individual adjustments in labor force behavior to later stages in the family life cycle, and the causes and consequences of recent changes in these adjustments, e.g., the increase in female labor force participation and the increased number of dual-earner families; (2) the labor force orientation provided by the family, the education system, and the work experience itself; (3) the social networks by which individuals relate to the labor market; and the structural determinants of labor force discrimination and job finding; and (4) methodological issues, such as the need to include population groups previously excluded (e.g. persons in the military), to have a program of ancillary methodological studies to examine the validity and reliability of existing measures, and to perfect and test new content before it is incorporated in the NLS.

A RESEARCH AGENDA FOR THE NATIONAL LONGITUDINAL SURVEYS OF LABOR MARKET EXPERIENCE

VOLUME I—REPORT ON THE SOCIAL SCIENCE RESEARCH COUNCIL'S CONFERENCE ON THE NATIONAL LONGITUDINAL SURVEYS, OCTOBER 1977

May 1978

NTIS PB295114/AS

VOLUME II—RESEARCH USES OF THE NATIONAL LONGITUDINAL SURVEYS

William T. Bielby, Clifford B. Hawley, and David Bills
May 1978
ETA R&D MONOGRAPH NO. 62

3-024* SOCIAL SECURITY AND THE LABOR SUPPLY OF OLDER MEN

THE UNIVERSITY OF WESTERN ONTARIO
LONDON, ONTARIO, CANADA

Dr. Geoffrey Carliner

Grant 21-91-78-56
Project still in progress

Descriptors: AGING; EARNINGS; LABOR SUPPLY; OLDER WORKERS; PENSIONS; RETIREMENT

The major objective of this project is to estimate the effects of social security benefits and the associated earnings test on retirement rates of men over 62. From these estimates, the researcher will predict possible changes in social security pensions, reductions in the tax rate implicit in the earnings test, increases in benefit levels, and changes in the age of eligibility for early or full retirement. A secondary objective is to gain a fuller understanding of the effects of different aspects of aging on earnings and labor supply. These include ill health, forced retirement, other layoffs, and the availability of private pension income.

To accomplish these objectives, the researcher will analyze National Longitudinal Survey data for the period 1966-76 on 5,000 men aged 45 to 59 in 1966, using multiple regression techniques to estimate labor supply functions.

3-025* THEORY AND ESTIMATION OF LABOR SUPPLY FUNCTIONS

THE RAND CORPORATION
SANTA MONICA, CALIF.

Dr. John Cogan

Grant 21-06-77-18
Project still in progress

Descriptors: LABOR FORCE PARTICIPATION; ELASTICITY OF LABOR SUPPLY; MEN; ECONOMIC ANALYSIS AND ECONOMETRICS

As part of work on developing a complete family labor supply model, this project examined the male labor supply function and attempted to determine the impact of a wife's nonmarket time on her husband's labor force behavior. It used data from the National Longitudinal Surveys as well as the Panel Study of Income Dynamics, conducted by the University of Michigan's Survey Research Center.

The project developed three empirical procedures for estimating the labor supply functions of husbands with working wives and those with wives who do not work. The first empirical approach, involving separate estimates of the labor supply functions of the two types of husbands, leads to the conclusion that the nonmarket times of husbands and wives are net complements. The next two approaches lead to the conclusion that the husband's time and that of his wife are net substitutes. Because of these conflicting findings, the project was unable to determine the relationship between a wife's time and her husband's labor force activity. More research is needed to develop the empirical foundations of labor market behavior in the context of family decision-making.

The final report on this project will be available in January 1980.

3-026* WORK EXPERIENCE AND LIFETIME EARNINGS

NATIONAL BUREAU OF ECONOMIC RESEARCH
NEW YORK, N.Y.

Dr. Jacob Mincer

Agreement 20-11-77-22
Project still in progress

Descriptors: JOB MOBILITY; MIGRATION; EARNINGS

This study analyzes the effects of work experience on the structure of wages in the United States. Work experience is defined broadly to include job mobility, geographic migration, occupational progress on the job, unemployment, and hours of work. The empirical effort will utilize primarily the four National Longitudinal Surveys of men and women and the Coleman-Rossi Retrospective Life Histories Survey of men. Considerable work with each of these data files has already been done and an extensive research monograph is expected to result from this project, being funded jointly with the National Science Foundation.

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*Ongoing project—final report not yet available.

3B. LABOR FORCE, LABOR MARKET — SPECIFIC SECTORS AND COHORTS

3-027* An Analysis of the Earnings, Unemployment, and Hours Worked of the Major Hispanic Origin Groups in the U.S.

PRINCETON UNIVERSITY
PRINCETON, N.J.

Dr. Cordelia W. Reimers

Grant 21-34-78-60
Project still in progress

Descriptors: SPANISH-SPEAKING AMERICANS; ECONOMIC STATUS; DISCRIMINATION; EARNINGS; UNEMPLOYMENT

The objective of this research project is to analyze in detail the reasons for the income differentials between white non-Hispanics and each of five Hispanic origin groups—Mexicans, Puerto Ricans, Cubans, Central and South Americans, and other Spanish. It will seek to determine how much of the difference in average earnings in 1969 and 1975 is explained by differing average characteristics and how much is due to a differing functional relationship between those characteristics and earnings or unemployment. This finding will suggest how important discrimination may be, relative to other factors in reducing income and whether the 1969-75 trend in Hispanic/white non-Hispanic relative incomes is due to changing group characteristics or to a shift in the functional relations. Data sources will be the 1976 Survey of Income and Education and the 1970 Census of the Population, 1/100 and 1/1000 Public Use samples.

The results of this research are expected to indicate where efforts to help the different Hispanic American groups raise their incomes should be concentrated; e.g., on language training and orientation of recent arrivals, health care, enforcing anti-discrimination laws, child care services, area redevelopment, or education.

3-028* An Analysis of the Employment, Wages and Earnings of Hispanic Persons in the Government and Private Sectors, with Special Reference to Puerto Ricans

PUERTO RICAN LEGAL DEFENSE AND
EDUCATION FUND, INC.
NEW YORK, N.Y.

Dr. John M. Abowd and Dr. Mark R. Killingsworth

Grant 21-36-78-61
Project still in progress

Descriptors: ECONOMIC STATUS; SPANISH-SPEAKING AMERICANS; PUERTO RICANS; WAGES; EARNINGS

This project will try to develop an econometric model for use in simultaneously analyzing: (1) The determinants of Hispanics aggregate employment, unemployment, and nonparticipation in the labor force and (2) the determinants of the hiring, earnings, and wages of Hispanics in government and private industry. In formulating this model, the grantee will devote special attention to methods of estimating the effects of sex, ethnic background, and race on unemployment and labor force participation and on hiring, earnings, and wages in each sector.

To test the model, the grantee will use a variety of data sets, including census Public Use Samples, Current Population Survey tapes, and the Central Personnel Data File on Federal employees, collected by the U. S. Civil Service Commission. Finally, the grantee will discuss the public policy implications of the data estimates and recommend measures to further promote affirmative action in both the public and the private sectors.

3-029* Apprenticeship Training: The Hispanic Experience in the U.S.

PAN AMERICAN UNIVERSITY
EDINBURG, TEX.

Dr. Gilbert Cardenas

Grant 21-48-78-63
Project still in progress

Descriptors: SPANISH-SPEAKING AMERICANS; MEXICAN AMERICANS; APPRENTICESHIP; APPRENTICESHIP OUTREACH PROGRAMS

The objectives of this grant are to examine the nature and extent of Hispanic American participation in apprenticeship training programs; specify the process of entry or barriers to entry; and recommend methods of enhancing Hispanic participation.

The grantee will review appropriate literature sources; examine available national data on apprenticeship enrollment; and interview union and government officials, employers, leaders of community organizations, apprentices, and CETA program administrators.

3-030* Assessment of Factors Determining the Availability of U.S. Workers for the East Coast Apple Harvest

WASHINGTON, D.C.

Dr. James S. Holt

Contract 20-51-79-39
Project still in progress

Descriptors: LABOR CERTIFICATION PROGRAM; AGRICULTURAL WORKERS; LABOR SHORTAGES; SEASONAL EMPLOYMENT; PUBLIC EMPLOYMENT SERVICE

The overall purpose of this study is to develop an understanding of the labor demand-supply dynamics of the east coast apple harvest, particularly as they affect: (1) The need for and use of domestic and foreign workers and (2) the employment service's labor market services to domestic workers and employers and administration of the H-2 alien worker certification program. The study will seek to explain why some growers are able to attract enough domestic workers to harvest their apples, while others contend that they cannot do so and must rely on foreign workers.

Secondary objectives are: (1) to assess the employment practices of growers presently using domestic workers, to find out whether other employers can adopt these practices in order to reduce their dependence on foreign workers, and (2) to recommend Federal, State, and local actions to cope with the problems related to recruiting workers to harvest apples on the eastern seaboard.

3-031* BASELINE RESEARCH ON THE OPERATION OF THE FEDERAL GOVERNMENT LABOR MARKET

UNIVERSITY OF VIRGINIA
CHARLOTTESVILLE, VA.

Patricia A. Taylor

Contract 20-11-79-32
Project still in progress

Descriptors: FEDERAL GOVERNMENT; WOMEN; MINORITIES; CAREER PATTERNS; TRAINING; BLUE-COLLAR WORKERS

This project expands on a study of the career patterns of Federal civil servants, being funded by the National Institute of Education (NIE). The new work, supported by the Department of Labor through a transfer of funds to NIE, includes: (1) A study of the effects of education and training on the careers of blue-collar workers in the Federal Government and comparison of the results with findings of the NIE-supported effort on white-collar Federal employees; and (2) expansion of work on the economic returns to education and training in the Federal service. The researcher is analyzing the cost to the Government of its training programs and the returns to individuals by minority status and sex and differentiating between training specific to Federal Government jobs and training that an employee might find useful in any employment context. The Labor Department project is also tracing the effects of equal employment opportunity policies by examining salary levels by race and sex between 1967 and 1977.

3-032 BASE LINE STUDY OF URBAN AND RURAL NONRESERVATION INDIAN EMPLOYMENT AND TRAINING PROGRAMS

NATIVE AMERICAN CONSULTANTS, INC.
ARLINGTON, VA.

Contract 20-51-76-53
Project completed fiscal year 1978

PHASE I ACTIVITIES

A. Patrick Hanes
February 1977

Report Descriptors: INDIANS; SUPPORTIVE SERVICES; EMPLOYER ATTITUDES; INSTITUTIONAL CHANGE; HIRING PRACTICES; EMPLOYMENT AND TRAINING PROGRAM MANAGEMENT; VIRGINIA

NTIS PB268404/AS

BASE LINE STUDY OF URBAN AND RURAL NONRESERVATION INDIAN EMPLOYMENT AND TRAINING PROGRAMS

December 1977

Report Descriptors: INDIANS; MINORITIES; SUPPORTIVE SERVICES; URBAN PROBLEMS; EMPLOYER ATTITUDES; HIRING PRACTICES; CETA SERVICES AND PLANNING; HANDBOOKS

NTIS PB268404/AS

OUTREACH AND RECRUITMENT BY URBAN INDIAN CENTERS

Comprenetics, Inc.
March 1978

This and the following films are available from Division of Indian and Native American Programs, Office of National Programs, ETA Room 6402, 601 D St. N.W., Washington, D.C. 20213.

TRAINING AND OTHER MANPOWER SERVICES BY URBAN INDIAN CENTERS

Comprenetics, Inc.
March 1978

Report Descriptors: INDIANS; MINORITIES; SUPPORTIVE SERVICES; URBAN PROBLEMS; HIRING PRACTICES; EMPLOYER ATTITUDES; CETA SERVICES AND PLANNING; FILMS

JOB DEVELOPMENT AND PLACEMENT BY URBAN INDIAN CENTERS

Comprenetics, Inc.
March 1978

Report Descriptors: INDIANS; MINORITIES; SUPPORTIVE SERVICES; URBAN PROBLEMS; EMPLOYER ATTITUDES; HIRING PRACTICES; CETA SERVICES AND PLANNING; FILMS

FOLLOWUP AND SUPPORTIVE SERVICES BY URBAN INDIAN CENTERS

Comprenetics, Inc.
March 1978

Report Descriptors: INDIANS; MINORITIES; SUPPORTIVE SERVICES; URBAN PROBLEMS; EMPLOYER ATTITUDES; HIRING PRACTICES; CETA SERVICES AND PLANNING; FILMS

3-033* THE CHANGING JOB MARKET FOR YOUNG PERSONS

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Dr. Richard B. Freeman

Grant 21-25-78-19
Project still in progress

***Ongoing project—final report not yet available.**

Descriptors: YOUTH; BLACKS; LABOR FORCE PARTICIPATION; EARNINGS; CAREER PATTERNS; UPGRADING

This study will use interviews and econometric analyses to investigate various aspects of the youth labor market. The researcher will attempt to: (1) Quantify major changes in the economic position of young persons, documenting these effects both overall and by such characteristics as sex and education; (2) explain the decline in the income of young relative to older workers in terms of changes in supply and demand relationships. To do so, the researcher will estimate the elasticity of substitution between younger and older workers; and (3) analyze the pattern of economic advancement of young persons entering the job market and assess the permanence of changes in their position. This analysis will include a comparison of promotion rates and college experiences for blacks and whites.

The study will evaluate the active market hypothesis that changes in the supply and demand balance have more effect on young workers than older ones with job tenure. Finally, it will consider the implication for education, employment, and training policy of changes in the relative number and economic status of young workers.

3-034 CHARACTERISTICS OF NON-APPREHENDED AND APPREHENDED UNDOCUMENTED RESIDENTS IN THE LOS ANGELES LABOR MARKET: AN EXPLORATORY STUDY

UNIVERSITY OF SOUTHERN CALIFORNIA
LOS ANGELES, CALIF.

Dr. Maurice D. Van Arsdol, Jr.

Contract 20-06-77-15
Project completed fiscal year 1979

Descriptors: IMMIGRANTS; LABOR FORCE PARTICIPATION; EMPLOYMENT PATTERNS; ALIENS; CALIFORNIA, LOS ANGELES

The researchers analyzed data on the social and labor force charactistics of a relatively large number of nonapprehended undocumented aliens, primarily from Mexico. The sample consisted of 3,000 persons who requested information from One Stop Immigration Center, Inc., a Los Angeles community agency that provides assistance to those aliens who feel they may qualify for permanent residence.

The researchers compared the social, labor force, and economic assimilation characteristics of the sample of nonapprehended undocumented aliens with samples of apprehended illegal aliens from Mexico, as reported in other studies; they also compared the One Stop clients with Mexican-born residents as enumerated in the 1970 census.

The study showed that the labor force experiences of One Stop clients were substantially different from those of the other undocumented populations studied. In comparison with the other aliens, these clients had: (1) A lower level of labor force participation, reflecting higher proportions of women (who made up 36 percent of the sample) and hence of housewives; (2) more urban occupational experiences in Mexico; and (3) a wider range of occupations in the United States. The researchers found considerable exploitation of the aliens in the U.S. labor market. For example, their earnings were lower than those of the general Hispanic population, which, in turn, has lower average earnings than do all workers in comparable jobs. Moreover, respondents in jobs with greatly different skill levels and status had only slightly different earnings. Finally, the researchers report that undocumented residents from Mexico are a more complex population than previous descriptions have indicated.

NON-APPREHENDED AND APPREHENDED UNDOCUMENTED RESIDENTS IN THE LOS ANGELES LABOR MARKET: AN EXPLORATORY STUDY

Dr. Maurice D. Van Arsdol, Jr., Joan W. Moore, David M. Heer, and Susan Paulvir Haynie
May 1979

NTIS PB296328/AS

3-035* CITRUS LABOR MARKET DEMONSTRATION PROJECT

THE UNIVERSITY OF TEXAS
AUSTIN, TEX.

Dr. Robert W. Glover

Grant 21-48-75-07
Project still in progress

Descriptors: FARMWORKERS; SEASONAL EMPLOYMENT; LABOR DEMAND; ALIENS; MIGRATION; LABOR SUPPLY

This study is examining the citrus labor markets in Texas, California, and Florida in order to determine ways to utilize more rationally the citrus harvest labor force for the benefit of growers and workers.

The demonstration phase in Texas is attempting to alleviate the problems of citrus workers by instituting improvements in the pay system used by the growers associations and stabilizing the work force and number of hours worked per week during the citrus season. In California, the project is studying the implementation of the California Labor Relations Act of 1975, which gives farmworkers the right to bargain collectively. Employers are being surveyed to determine the reactions of the growers to the new legislation. Florida is being studied to determine the effect of the flow of citrus workers from Texas to Florida on the citrus labor markets in each State.

3-036 A DESCRIPTIVE ANALYSIS OF HEALTH PROGRAMS UNDER CETA LEGISLATION

KIRSCHNER ASSOCIATES, INC.
ALBUQUERQUE, N.MEX.

Contract 20-11-77-26
Project completed fiscal year 1978

A DESCRIPTIVE ANALYSIS OF HEALTH PROGRAMS UNDER CETA LEGISLATION, PHASE I

Lynn Bell and Rolf Blank
1977

Report Descriptors: HEALTH OCCUPATIONS; LABOR MARKET INFORMATION; CETA PROGRAMS; CETA SERVICES AND PLANNING

NTIS PB268331/AS

3-037 The Determinants of the Future Growth of the Female Labor Force

THE URBAN INSTITUTE
WASHINGTON, D.C.

Dr. Nancy Barrett and Dr. Ralph Smith

Contract 21-11-77-09
Project completed fiscal year 1979

Descriptors: WOMEN; LABOR SUPPLY; LABOR FORCE PARTICIPATION; LABOR DEMAND; ECONOMIC ANALYSIS AND ECONOMETRICS; LITERATURE REVIEW

The research involved an examination and use of the empirical literature on the determinants of the size and characteristics of the female labor force. The researchers: (1) Analyzed what is already known about determinants of female labor force growth, particularly regarding labor market conditions, potential rewards from working, availability of other income, and demographic characteristics; (2) provided forecasts of the female labor force with explicit assumptions about the conditions under which they could be achieved; and (3) examined some of the implications of findings on female labor force participation for employment and training programs and policies, tax and transfer programs, and macroeconomic policies.

Based on their work, the researchers recommend that agencies projecting labor force participation rates make these projections for detailed age-marital-family status groups; that trend extrapolations normally not be tapered; and that a moderate range be reported, reflecting the sensitiviey of the estimates to the key assumptions underlying them.

Assuming that no major changes occur in the marital and family composition of the female population within each age group and that the participation rate trend estimated for each age-marital-family status group for 1964-77 continues, the researchers project a female labor force of about 52 million in 1990, with growth concentrated within the group aged 24 to 54 and the largest increases expected for mothers of young children.

Regarding policy implications, the researchers suggest that the continued growth of the female labor force calls for encouraging the growth of alternative work schedules without perpetuating occupational segregation; expanding child care services; changing the provisions of the personal income tax and social security systems, which currently put two-earners families at a disadvantage compared with one-earner couples; and promoting employment and training activities to help women make the transition from home or school to work.

WOMEN IN THE LABOR FORCE IN 1990

Ralph Smith
October 1978

NTIS PB284997/AS

3-038 Documentation and Analysis of National Program for Selected Population Segments (NPSPS) Projects

ABT ASSOCIATES, INC.
CAMBRIDGE, MASS

Contract 20-25-77-20
Project completed fiscal year 1978

NATIONAL PROGRAM FOR SELECTED POPULATION SEGMENTS: PROJECT SUMMARIES

Audrey Prager, Judith F. Goldberg, et al.
July 1977

Report Descriptors: YOUTH; RURAL AREAS; HANDICAPPED; WOMEN; OLDER WORKERS; EX-OFFENDERS

NTIS PB272416/AS
ETA COPIES LIMITED

MANUAL 1: YOUTH

PUTTING THE "TEAMS" SPIRIT INTO YOUTH TRAINING: THE JOB TEAMS PROGRAM RAVENNA, OHIO

Lawrence Lad
May 1978

Report Descriptors: YOUTH; PROGRAM DESIGN; INTERAGENCY RELATIONS; PREVOCATIONAL TRAINING; EMPLOYABILITY DEVELOPMENT TEAMS; HANDBOOKS

NTIS PB283366/AS
Available from the Office of National Programs, ETA, Room 6402, 601 D St., N.W., Washington, D.C. 20213.

MANUAL 2: YOUTH

ADDRESSING YOUTH EMPLOYMENT NEEDS: THE YOUTH EMPLOYMENT AND TRAINING SERVICE, ALBUQUERQUE, NEW MEXICO

Dr. Judith F. Goldberg
May 1978

Report Descriptors: YOUTH; PROGRAM DESIGN; INTERAGENCY RELATIONS; COUNSELING AND GUIDANCE; WORK ATTITUDES; HANDBOOKS

NTIS PB283367/AS
Available from the Office of National Programs, ETA, Room 6402, 601 D St., N.W., Washington, D.C. 20213.

***Ongoing project—final report not yet available.**

MANUAL 3: YOUTH

JOIN THE EMPLOYED GENERATION: PEPSY PREPARATION AND EMPLOYMENT PROGRAM FOR SPECIAL YOUTH IN CINCINNATI, OHIO

Carol Blew
May 1978

Report Descriptors: YOUTH; PROGRAM DESIGN; INTERAGENCY RELATIONS; COUNSELING AND GUIDANCE; JUVENILE DELINQUENCY; WORK ATTITUDES; HANDBOOKS

NTIS PB283368/AS
Available from the Office of National Programs, ETA, Room 6402, 601 D St., N.W., Washington, D.C. 20213.

MANUEL 4: WOMEN

UPGRADING WOMEN AND WORK: THE "NEW" EXPERIENCE, CROOKSTON, MINNESOTA

Lawrence Lad
May 1978

Report Descriptors: WOMEN; PROGRAM DESIGN; INTERAGENCY RELATIONS; COUNSELING AND GUIDANCE; UPGRADING; WORK ATTITUDES; HANDBOOKS

NTIS PB283369/AS
Available from the Office of National Programs, ETA, Room 6402, 601 D St., N.W., Washington, D.C. 20213.

MANUEL 5: WOMEN

WOMEN EMBARK ON NEW CAREERS: THE DISPLACED HOMEMAKERS PROGRAM, FORT WAYNE, IND.

Barbara Rovin
May 1978

Report Descriptors: WOMEN; PROGRAM DESIGN; INTERAGENCY RELATIONS; COUNSELING AND GUIDANCE; WORK ATTITUDES; VOCATIONAL TRAINING; HANDBOOKS

NTIS PB283370/AS
Available from the Office of National Programs, ETA, Room 6402, 601 D St., N.W., Washington, D.C. 20213.

MANUAL 6: WOMEN

WOMEN IN COMMISSIONED SALES: A TRAINING PROJECT, MONMOUTH COUNTY, NEW JERSEY

Audrey Prager
May 1978

Report Descriptors: WOMEN; PROGRAM DESIGN; INTERAGENCY RELATIONS; COUNSELING AND GUIDANCE; WORK ATTITUDES; VOCATIONAL TRAINING; HANDBOOKS

NTIS PB283371/AS
Available from the Office of National Programs, ETA, Room 6402, 601 D St., N.W., Washington, D.C. 20213.

MANUAL 7: EX-OFFENDERS

NEW HOPE FOR WOMEN EX-OFFENDERS: PROJECT ESPERANZA, SAN JOSE, CALIFORNIA

Dean Ericson
May 1978

Report Descriptors: EX-OFFENDERS; WOMEN; PROGRAM DESIGN; INTERAGENCY RELATIONS; COUNSELING AND GUIDANCE; WORK ATTITUDES; HANDBOOKS

NTIS PB283372/AS
Available from the Office of National Programs, ETA, Room 6402, 601 D St., N.W., Washington, D.C. 20213.

MANUAL 8: RURAL WORKERS

TRAINING WHEELS: EDUCATIONAL SUPPORT FOR RURAL AREAS: THE MOBILE EDUCATION TRAINING PROJECT, RICHMOND, VIRGINIA

Louise Strayhorn
May 1978

Report Descriptors: RURAL AREAS; PROGRAM DESIGN; INTERAGENCY RELATIONS; COUNSELING AND GUIDANCE; WORK ATTITUDES; VOCATIONAL TRAINING; HANDBOOKS

NTIS PB283373/AS
Available from the Office of National Programs, ETA, Room 6402, 601 D St., N.W., Washington, D.C. 20213.

MANUAL 9: HANDICAPPED

READY, WILLING AND DISABLED: THE STORY OF PROJECT EMPLOY, COLUMBUS, OHIO

Peter Desmond and Mark Johnston
May 1978

Report Descriptors: HANDICAPPED; PROGRAM DESIGN; INTERAGENCY RELATIONS; COUNSELING AND GUIDANCE; VOCATIONAL TRAINING; WORK ATTITUDES; HANDBOOKS

NTIS PB283374/AS
Available from the Office of National Programs, ETA, Room 6402, 601 D St., N.W., Washington, D.C. 20213.

MANUAL 10: HANDICAPPED

TARGET: MANPOWER SERVICES FOR THE HANDICAPPED, BALTIMORE, MD.

Kent Chabotar and Peter Desmond
May 1978

Report Descriptors: HANDICAPPED; PROGRAM DESIGN; INTERAGENCY RELATIONS; COUNSELING AND GUIDANCE; VOCATIONAL TRAINING; WORK ATTITUDES; HANDBOOKS

NTIS PB283375/AS

Available from the Office of National Programs, ETA, Room 6402, 601 D St., N.W., Washington, D.C. 20213.

MANUAL 11: SENIORS

SENIORS AS THE FOCUS OF COMMUNITY EFFORT: THE WELD COUNTY SENIOR AIDE PROGRAM, GREELEY, COLORADO

Jan Skinner and Michaelyn Holmes
May 1978

Report Descriptors: OLDER WORKERS; RURAL AREAS; PROGRAM DESIGN; INTERAGENCY RELATIONS; COUNSELING AND GUIDANCE; VOCATIONAL TRAINING; WORK ATTITUDES; HANDBOOKS

NTIS PB283376/AS
Available from the Office of National Programs, ETA, Room 6402, 601 D St., N.W., Washington, D.C. 20213.

MANUAL 12: SENIORS

TRANSPLANTING HEART: A REPLICATION MANUAL, LEE COUNTY, FLORIDA

Michaelyn Holmes
May 1978

Report Descriptors: OLDER WORKERS; PROGRAM DESIGN; INTERAGENCY RELATIONS; COUNSELING AND GUIDANCE; VOCATIONAL TRAINING; WORK ATTITUDES; HANDBOOKS

NTIS PB283377/AS
Available from the Office of National Programs; ETA, Room 6402, 601 D St., N.W., Washington, D.C. 20213.

NEW APPROACHES TO CETA TRAINING: AN OVERVIEW OF TITLE III NATIONAL PROGRAM FOR SELECTED POPULATION SEGMENTS

Louise Strayhorn, Dr. Judith F. Goldberg, and contributing authors: Audrey Prager and Michaelyn Holmes
August 1978

Report Descriptors: YOUTH; PROGRAM DESIGN; RURAL AREAS; WOMEN; HANDICAPPED; OLDER WORKERS; EX-OFFENDERS

NTIS PB284129/AS
Available from the Office of National Programs, ETA, Room 6402, 601 D St., N.W., Washington, D.C. 20213.

3-039 An Econometric Analysis of the Part-Time Labor Market in the United States

WAYNE STATE UNIVERSITY
DETROIT, MICH.

Contract 21-26-76-13
Project completed fiscal year 1977

AN EMPIRICAL ANALYSIS OF THE VOLUNTARY PART-TIME LABOR MARKET

Dr. John D. Owen
September 1977

Report Descriptors: PART-TIME LABOR MARKET; VOLUNTEERS; DISCRIMINATION; WOMEN; ECONOMIC ANALYSIS AND ECONOMETRICS

NTIS PB276113/AS

3-040 The Economic and Social Aspects of the Labor Force Behavior of Low-Income Families in Four Southern Rural Counties

GEORGIA STATE UNIVERSITY
ATLANTA, GA.

Grant 51-13-72-10
Project completed fiscal year 1977

LABOR MARKETS IN THE RURAL SOUTH: A STUDY BASED ON FOUR RURAL SOUTHERN COUNTIES

Dr. John F. Adams, Dr. Vernon M. Briggs, Jr., Dr. Brian Rungeling, Dr. Lewis H. Smith, and Dr. Roosevelt Steptoe
February 1977

Report Descriptors: RURAL AREAS; LABOR FORCE BEHAVIOR; LOW INCOME; SOUTHERN STATES; WELFARE PROGRAMS; GEORGIA; LOUISIANA; MISSISSIPPI; TEXAS

NTIS PB264931/AS

APPENDICES TO SOUTHERN RURAL COUNTY LABOR FORCE STUDY

APPENDICES A, B, C, & D
July 1975
ETA COPIES LIMITED

3-041* The Effort to Increase Female Hiring in the Basic Steel Industry: Progress and Prospects

PURDUE UNIVERSITY
WEST LAFAYETTE, IND.

Dr. Joseph C. Ullman

Grant 21-18-79-21
Project still in progress

Descriptors: INDUSTRY PRACTICES; MINORITIES; WOMEN; UPGRADING; UNIONS; CAREER PATTERNS

This project will examine the increasing employment of women in the steel industry as to: (1) Any recruitment and training problems, including barriers to their employment, such as collective-bargaining provisions; (2) any effect on industry costs, such as increases in absenteeism and turnover rates; and (3) any displacement of minorities by women. The researchers will suggest ways to minimize any problems of cost, recruitment, training, and assimilation associated with efforts to increase female employment.

The research will be based on data from two steel plants in northern Indiana. The researchers will assess past employment trends, present job conditions, and job trends during the course of the project.

***Ongoing project—final report not yet available.**

Project staff will select a random sample of 400 to 600 workers who have been employed for at least 5 years before the project and collect and analyze data on their demographic characteristics, career development patterns, and absenteeism rates.

They will carry out a similar analysis of a second sample, consisting of 200 to 400 men and women workers who have left the steel plants within the last 5 years. In addition, they will analyze company statistics for the preceding 5 years to determine exact rates of hiring and separation for men and women by education, age, and ethnic background.

To assess present job conditions, the researchers will interview workers, supervisors, and upper management personnel. For the job trend assessment, they will gather data from employment records, personnel department reports, and extensive interviews with workers in the personnel departments and operating units. On the basis of project findings, the researchers will recommend ways to facilitate increases in the number of female and minority workers in the steel industry.

3-042* FACTORS SHAPING EMPLOYMENT AND MOBILITY OPPORTUNITIES FOR MINORITY WORKERS

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Dr. Eli Ginzberg and Dr. Kathy Lewis

Grant 21-36-77-21
Project still in progress

Descriptors: UPGRADING; SERVICE DELIVERY SYSTEMS; ECONOMIC POLICY; ELECTRONICS INDUSTRY; ETHNIC GROUPS; HEALTH CARE INDUSTRY; MASSACHUSETTS, BOSTON; TEXAS, HOUSTON

This study will examine economic actions and interactions in the health care and electronics industries in Boston and Houston to identify governmental activities that help minority workers in obtaining jobs and career opportunities. It will focus on these two labor markets and industrial sectors to understand the processes by which minority workers are—and are not—absorbed into the employed labor force. The study will also concentrate on the hiring and mobility of minorities in local industrial economies.

A preliminary investigation of the Social Security Administration's Continuous Work History Sample showed that absorption of minority workers into the work force is increasing in industrial sectors across the United States and, in particular, in Boston and Houston from 1965 to 1975.

In each industrial and metropolitan study, the dependent variable will be the number and share of jobs provided to minority workers and the extent and rate of their upward mobility. The independent variables will be demographic shifts and other supply factors (such as numbers of trained minority and nonminority workers) producing alternative sources of labor supply; demand trends affecting the number, skill level, and composition of job opportunities; the operation of various labor market institutions, and the political stance of the community.

In addition to gauging the extent of minority employment and mobility in each industry and area, the project will analyze and assess the relative importance of the factors influencing the labor market experiences of minority workers.

3-043* HISPANIC AMERICAN STUDIES: DEVELOPMENTAL GRANT AWARDS FOR CONCEPTUAL RESEARCH ON LABOR MARKET PROBLEMS/ISSUES

Project still in progress

These developmental research studies have focused on a variety of employment and training related problems and issues affecting Hispanic American population groups. The research work produced under these awards is aimed at enhancing or synthesizing knowledge about processes, conditions, or methods relevant to the labor market experience of these groups and is expected to provide a basis for subsequent policy research and programs for this CETA target group. The 30 projects listed below were funded in fiscal years 1977 and 1978 under grant announcement ETA/OPER 7705.

3-044* LABOR MARKET RE-ENTRY PROBLEMS OF THE HISPANIC AMERICAN PAROLEE IN NEW YORK CITY

PRIVATE CONCERNS, INC.
NEW YORK, N.Y.

Barbara Taylor

Grant 21-36-77-29
Project still in progress

Descriptors: SPANISH-SPEAKING AMERICANS; PUERTO RICANS; EX-OFFENDERS; PAROLE; COUNSELING AND GUIDANCE; OFFENDERS; NEW YORK, NEW YORK

For a description of this project see "Hispanic American Studies: Developmental Grant Awards for Conceptual Research on Labor Market Problems/Issues."

3-045* A MODEL FOR SUCCESSFUL UTILIZATION OF EMPLOYMENT AND TRAINING RESOURCES BY CHICANO BARRIO ADDICTS AND EX-OFFENDERS

CHICANO PINTO RESEARCH, INC.
LOS ANGELES, CALIF.

Dr. Joan Moore

Grant 21-06-78-18
Project still in progress

Descriptors: EX-OFFENDERS; DRUG USERS; MEXICAN AMERICANS; EMPLOYABILITY DEVELOPMENT; CALIFORNIA

For a description of this project, see Hispanic American Studies: Developmental Grant Awards for Conceptual Research on Labor Market Problems/Issues.

3-046* DETERMINANTS OF CHICANO ACCESS TO PROFESSIONAL, TECHNICAL, AND MANAGERIAL JOBS

THE UNIVERSITY OF TEXAS
SAN ANTONIO, TEX.

Dr. Louise B. Wolitz

Grant 21-48-77-22
Project still in progress

Descriptors: SPANISH-SPEAKING AMERICANS; MEXICAN AMERICANS; OCCUPATIONAL STATUS; AFFIRMATIVE ACTION PLANS; CAREER PATTERNS; TEXAS

This developmental grant study is exploring hypotheses about the determinants of Chicano access to and experience in professional, technical, and managerial jobs. The researcher is looking at the role of recruitment, hiring standards, selection techniques, training, promotion, and other processes in explaining some of the difficulties Chicanos have in obtaining and advancing in professional, technical, and managerial jobs. She is devoting particular attention to assessing the apparent and potential effects of equal employment opportunity efforts in improving the job access and mobility of Hispanics in selected standard metropolitan statistical areas.

3-047* TOWARD A SOCIAL PSYCHOLOGICAL MODEL OF CHICANO VOCATIONAL OUTCOMES

DENVER COMMUNITY DEVELOPMENT CORPORATION
DENVER, COLO.

Saundra Carmen Dohm and K. L. Berry

Grant 21-08-77-30
Project still in progress

Descriptors: SPANISH-SPEAKING AMERICANS; MEXICAN AMERICANS; CETA SERVICES AND PLANNING; SOCIOLOGICAL FACTORS

This developmental grant project is seeking to develop a valid social psychological framework for understanding Chicano vocational disadvantage. Such a model is to be tested for use as a program tool in assigning participants to job training programs most likely to enhance their job success. The study will include a review of literature relevant to Chicano vocational outcomes and interviews with job training program staff and participants.

3-048* THE EVOLUTION OF CAREER OBJECTIVES OF MEXICAN AMERICAN YOUTH

UNIVERSITY OF ARIZONA
TUCSON, ARIZ.

Dr. Donald B. Holsinger and Dr. Ernest Y. Flores

Grant 21-04-77-31
Project still in progress

Descriptors: SPANISH-SPEAKING AMERICANS; MEXICAN AMERICANS; YOUTH; TRANSITION FROM SCHOOL TO WORK; CAREER ASPIRATIONS

This project concerns the patterns of school-to-work transition among Mexican American youth. It will attempt to provide an adequate concept of this transition for a cohort of Mexican American high school graduates (plus a non-Hispanic comparison group) based on data from the National Longitudinal Study of the High School Class of 1972. The researchers will describe the personal and social background characteristics and the school, job training, and work activities that had the most influence on the career objectives of these youth. The study will also attempt to determine whether there are predictable and/or culturally distinct patterns in the evolution of career objectives that can be characterized as transition profiles.

The researchers will examine 1972, 1973, 1974, and 1976 interview data from the sample, using descriptive and associational statistical methods to trace the career formation and early labor market experiences of these youth. They will identify modal transition patterns and classify individuals into transition groups to establish a baseline for finding out what differences these patterns made in job status and income.

3-049* THE U. S.-MEXICO BORDER AND THE BORDER INDUSTRIALIZATION PROGRAM

MEXICAN AMERICAN RESEARCH CENTER
AUSTIN, TEX.

Lorenzo Garibay

Grant 21-48-77-32
Project still in progress

Descriptors: SPANISH-SPEAKING AMERICANS; MEXICAN AMERICANS; FOREIGN EMPLOYMENT AND TRAINING POLICY; IMMIGRATION; INDUSTRY PRACTICES

This study will seek to provide an understanding of the Border Industrialization Program (BIP) and its effect on the U.S.-Mexican border economy. It will also try to determine the impact of the Mexican industrialization program on the flow of illegal immigrants to the United States. Finally, the grantee will assess the effectiveness of the BIP in alleviating employment problems along the border.

3-050* A CASE STUDY ANALYSIS OF CETA MANPOWER TRAINING PROGRAMS AND SERVICES AVAILABLE TO SPANISH SPEAKING CLIENTS

MIGRANTS IN ACTION
ST. PAUL, MINN.

***Ongoing project—final report not yet available.**

Dr. Manuel Miranda

Grant 21-27-77-34
Project still in progress

Descriptors: SPANISH-SPEAKING AMERICANS; CETA PROGRAMS; ASSESSMENT AND EVALUATION; MINNESOTA

This developmental grant project will provide a case study assessment of CETA service delivery to Spanish-speaking clients in a Midwestern State. The study will include interviews with program staff and clients plus a review of available data on the clients' demographic characteristics and program outcomes.

3-051* THE MANPOWER IMPACT OF MEXICO'S PESO DEVALUATION ON MEXICAN-AMERICANS AND BORDER LABOR MARKETS

PAN AMERICAN UNIVERSITY
EDINBURG, TEX.

Dr. Gilbert Cardenas

Grant 21-48-78-08
Project still in progress

Descriptors: IMMIGRATION; SPANISH-SPEAKING AMERICANS; LABOR MARKET; EMPLOYMENT

This study examines the impact of the devaluation of the peso on employment patterns of Mexican Americans and on border labor markets. It also will explore the causes of the peso devaluation; reviews the employment, welfare, and immigration implications; and assess and recommend public policy considerations. The problem will be investigated by review of previous research; utilization of national, State, and local data sources and economic indicators; and interviews with local elected officials, employers, Chamber of Commerce members, governmental agency officials, and others.

3-052* AN ANALYSIS OF JOB SEARCH APPLICANTS

MEXICAN AMERICAN RESEARCH CENTER
AUSTIN, TEX.

Dr. Richard Santos and Lorenzo Garibay

Grant 21-48-78-04
Project still in progress

Descriptors: JOB SEARCH; MEXICAN AMERICANS; SPANISH-SPEAKING AMERICANS; ECONOMIC STATUS; TEXAS

This developmental grant project is examining the employment outcomes of a sample of 500 jobseekers registered with a community-based job bank in two south Texas cities. The investigators are preparing a socioeconomic profile of the jobseekers, including data on a number of personal and employment-related characteristics. They are also making quantitative analyses to test the influence of certain variables on labor market outcomes.

3-053* SEGMENTATION IN RURAL LABOR MARKETS: A STUDY OF THE EMPLOYMENT STATUS OF CHICANOS IN TWO CALIFORNIA TOWNS

THE UNIVERSITY OF CALIFORNIA
DAVIS, CALIF.

Dr. Refugio Rochin

Grant 21-06-78-14
Project still in progress

Descriptors: MEXICAN AMERICANS; RURAL AREAS; ECONOMIC STATUS; OCCUPATIONAL STRUCTURE; OCCUPATIONAL MOBILITY; CALIFORNIA

This developmental grant study is investigating the characteristics and work experiences of Chicanos holding primary and secondary jobs in two rural towns in northern California. The researcher is analyzing data on wage levels; worker turnover and unemployment; working conditions, including environmental, health, and safety protections; and trade union activity, plus information on the age, sex, race, and occupational distribution of the workers. The source of the personal data is a special 1975 Census of Population, conducted in five counties of the Sacramento Valley with the assistance of the Sacramento Regional Area Planning Commission. These data are being supplemented by a general survey of the two towns.

3-054* THE LABOR MARKET STATUS OF MEXICAN AMERICANS IN HIDALGO AND CAMERON COUNTIES, TEXAS

PAN AMERICAN UNIVERSITY
EDINBURG, TEX.

Dr. Charles J. Ellard

Grant 21-48-78-10
Project still in progress

Descriptors: EARNINGS; WORKING CONDITIONS; MINORITIES; RURAL AREAS; POVERTY AREAS; TEXAS

The purpose of this project is to produce a statistical planning and reference document on Hidalgo and Cameron Counties in Texas. Using existing data sources, the researcher will prepare a statistical profile describing the economical status of Mexican Americans in comparison with that of others in the study area.

3-055* Private Returns on Investment in Education: An Analysis of Returns to Mexican Americans Graduating from Texas A & I University

TEXAS A & I UNIVERSITY
KINGSVILLE, TEX.

Dr. Joseph E. Rossman, Jr.

Grant 21-48-78-24
Project still in progress

Descriptors: MEXICAN AMERICANS; COLLEGE GRADUATES; RETURNS ON EDUCATIONAL INVESTMENT; TEXAS

This developmental grant study is estimating the rates of return on educational investments for Mexican Americans and others who graduated from Texas A&I University between 1946 and 1970. The researcher will use wage data to compute: (1) An internal rate of return comparing the wages of the university graduates with those of high school graduates living in the home counties of the university group and (2) a rate of return based on total private costs. He will also carry out regression analysis, using explanatory variables such as age, years of schooling, origin, and study discipline.

3-056 Discrimination Against Hispanic Americans in the Florida Labor Force: With Special Consideration to the Role of Education

FLORIDA STATE UNIVERSITY
TALLAHASSEE, FLA.

Grant 21-12-77-24
Project completed fiscal year 1978

Dr. Richard H. P. Kraft and Dr. Ronald A. Lindahl
July 1978

Report Descriptors: SPANISH-SPEAKING AMERICANS; CUBAN AMERICANS; DISCRIMINATION; RETURNS ON EDUCATIONAL INVESTMENT; ECONOMIC STATUS; FLORIDA

NTIS PB285820/AS

3-057 Conceptual Model of the Management "Ethos" Experienced by the Hispanic Administrator and Factors Hindering Advancement to Higher Levels Within an Organization

PERSONNEL MANAGEMENT ASSOCIATION OF AZTLAN
SAN DIEGO, CALIF.

Dr. Adolpho Sanchez

Grant 21-06-77-25
Project completed fiscal year 1979

Descriptors: SPANISH-SPEAKING AMERICANS; DISCRIMINATION; ORGANIZATIONAL ENVIRONMENT; PERSONNEL ADMINISTRATION; UPGRADING

The report on this developmental grant project contains data from a survey of 150 Hispanic and non-Hispanic industrial relations personnel employed in the Los Angeles, San Francisco, and San Diego areas. The study explored: (1) The organizational behavioral processes and norms that affect the success of Hispanics in assuming or holding managerial positions; (2) the extent to which Hispanic staff participate in career advancement processes; and (3) the extent to which conditions for success are different for Hispanics than for other staff.
September 1979

NTIS PB80-105372

3-058 Measuring the Earnings Impact of Labor Market Programs on Hispanic Americans

UNIVERSITY OF KANSAS
LAWRENCE, KANS.

Grant 21-20-77-26
Project completed fiscal year 1978

Dr. David E. Shulenburger and Dr. Charles E. Krider
July 1978

Report Descriptors: SPANISH-SPEAKING AMERICANS; CETA SERVICES AND PLANNING; PUBLIC EMPLOYMENT SERVICE; WORK INCENTIVE (WIN) PROGRAM; ASSESSMENT AND EVALUATION; KANSAS

NTIS PB284544/AS

3-059 Factors Influencing the Participation of Elderly Spanish Surnamed Americans in CETA and Title IX of the Older Americans Act

COUNTY OF RIVERSIDE
RIVERSIDE, CALIF.

Dr. Alfredo M. Mirande

Grant 21-06-77-27
Project completed fiscal year 1979

Descriptors: SPANISH-SPEAKING AMERICANS; MEXICAN AMERICANS; OLDER WORKERS; CETA SERVICES AND PLANNING; CALIFORNIA

Elderly Hispanic Americans in Riverside County, Calif., were interviewed to study their participation in employment and training programs under titles I, II, and VI of CETA and title V (formerly title IX) of the Older Americans Act. Program administrators and operators also were consulted. The major findings were that elderly Hispanic Americans know little about these programs and that only a small proportion participate in them. Recommendations to increase their participation include

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***Ongoing project—final report not yet available.**

the development of programs specifically for elderly Hispanics, staffed by bilingual and bicultural personnel
1979
ETA

3-060 Migrant Outsettlement and the Urban Labor Market: A Socioeconomic Profile of Outsettled Chicano Families in Five Midwestern States

LEAGUE OF UNITED LATIN AMERICAN CITIZENS
SOUTH BEND, IND.

Dr. Flavio Vega

Grant 21-18-77-28
Project completed fiscal year 1979

Descriptors: SPANISH-SPEAKING AMERICANS; GEOGRAPHIC MOBILITY; SOCIODEMOGRAPHIC CHARACTERISTICS; MIGRANTS

This project studied the characteristics of former migratory Hispanic farmworker families who "settled out" of farmwork and relocated to midwestern communities and new occupations. A survey research questionnaire was used to gather information on families who drop out of the migratory labor stream and what happens to them when they do. Since the expected sample response rate was not attained, the researchers acknowledge that data analysis is applicable only to the research population. Research data was gathered on family members' characteristics, education and training experiences, and both farm and nonfarm employment and earnings records. The data show that respondents were, on average, older than other Hispanics, lived below poverty levels, were employed in unskilled and semi-skilled positions, preferred to communicate in Spanish, and reported not having participated in job training programs. The study found that many families were unsuccessful in early attempts to leave agriculture. When they did find employment in urban areas, they earned more than farmwork paid, but still less than the minimum wage.
November 1978

NTIS PB300726/AS

3-061 A Labor Market Success Model of Young Male Hispanic Americans

LATIN AMERICAN COMMUNITY CENTER
WILMINGTON, DEL.

Grant 21-10-77-33
Project completed fiscal year 1978

Dr. Paul Seidenstat
April 1978

Report Descriptors: SPANISH-SPEAKING AMERICANS; PUERTO RICANS; YOUTH; DELAWARE

3-062 Design for Low Cost Hispanic Data and Program Planning System—Usable by Prime Sponsors for any Significant Segment of Their Population

ALAMEDA COUNTY TRAINING AND EMPLOYMENT BOARD/ASSOCIATED COMMUNITY ACTION PROGRAM
HAYWARD, CALIF.

Michael P. Cohen

Grant 21-06-78-07
Project completed fiscal year 1979

Descriptors: SPECIAL TARGET GROUPS (CETA); SPANISH-SPEAKING AMERICANS; DISADVANTAGED; EMPLOYMENT AND TRAINING PROGRAM MANAGEMENT

This study developed low-cost research and sampling procedures for measuring the size and characteristics of the Hispanic population within a defined geographic area, with particular emphasis on the unemployed. The system may also be used for other significant population segments. It will produce much the same type of planning data as a special census and cost only about 10 percent as much.
Edward Hutchinson
January 1979

NTIS PB292098/AS

3-063 The Effects of Technological Change on Future Employment Opportunities for Hispanic Americans in California Agriculture

CALIFORNIA INSTITUTE FOR RURAL STUDIES
DAVIS, CALIF.

Paul G. Barnett

Grant 21-06-78-11
Project completed fiscal year 1979

Descriptors: FARMWORKERS; TECHNOLOGY AND TECHNOLOGICAL CHANGE; AGRICULTURE; HISPANIC AMERICANS; LABOR DEMAND; LABOR ADJUSTMENT COSTS; CALIFORNIA

This project, one of a series on Hispanic American Studies, developed comprehensive estimates of the effects of new technologies, by crop, on the employment opportunities of Hispanic Americans in California agriculture. The project estimated reductions in agricultural employment and assessed likely changes in the nature of remaining farm jobs. Its researchers collected farm employment statistics for crops most likely to undergo technological change and surveyed current agricultural research and development projects that might affect employment. A projection of the impact of technological change on California farm employment anticipates a net reduction of at least 38,126 peak harvest jobs by 1982, but not more than 128,176 jobs by 1987 in 13 crops surveyed. Public policy recommendations concern job security, labor law, and tax legislation; reform of land-grant colleges; rural adjustment assistance programs; and a field study of California farmworkers.

LABOR'S DWINDLING HARVEST: THE IMPACT OF MECHANIZATION ON CALIFORNIA'S FRUIT AND VEGETABLE WORKERS

Paul Barnett, Katherine Bertolucci, Don Vallarejo, and Regan Weaver
December 1978

NTIS PB300756/AS

3-064 A DEVELOPMENTAL/CONCEPTUAL RESEARCH PROJECT ON LABOR MARKET PARTICIPATION OF HISPANIC WOMEN

PASADENA URBAN COALITION
PASADENA, CALIF.

Marge Lauritsen

Grant 21-06-78-01
Project completed fiscal year 1979

Descriptors: MEXICAN AMERICANS; CETA SERVICES AND PLANNING; LABOR FORCE PARTICIPATION; WOMEN; CALIFORNIA

This developmental grant project designed and pretested survey instruments to: (1) Explore the personal and programmatic factors that may limit the the participation of Hispanic women in CETA comprehensive programs and (2) assess outreach efforts and services that CETA contractors provide to Hispanic women.

The study report includes bilingual survey instruments for interviewing Hispanic women who are and are not participating in CETA and interview guides for soliciting service information from CETA training agencies and contractors. It also includes the results of pretest interviews with 40 Hispanic women and 10 CETA service providers in the Los Angeles area.
February 1979
ETA

3-065 COMPREHENSIVE REVIEW AND EVALUATION OF THE UNMET NEEDS OF SPANISH AMERICANS IN BROWARD COUNTY, FLORIDA

BROWARD MANPOWER COUNCIL
FORT LAUDERDALE, FLA.

Dr. Jose L. Solernou

Grant 21-12-78-02
Project completed fiscal year 1979

Descriptors: SPANISH-SPEAKING AMERICANS; CUBAN AMERICANS; CETA SERVICES AND PLANNING; FLORIDA

This developmental grant project surveyed Hispanics in Broward County, Fla., to assess their social service needs. The respondents rated transporation, employment, and general financial assistance as their primary concerns. The report also recommends that social service agencies design special outreach programs for the Hispanic community and hire more bilingual personnel.
December 1978

NTIS PB300493/AS

3-066 DIFFERENTIAL SUCCESS AMONG CUBAN-AMERICANS AND MEXICAN AMERICANS: THE ROLE OF POLICY AND COMMUNITY

NATIONAL OPINION RESEARCH CENTER
CHICAGO, ILL.

Dr. Teresa A. Sullivan

Grant 21-17-78-03
Project completed fiscal year 1979

Descriptors: MEXICAN AMERICANS; CUBANS; OCCUPATIONAL STATUS; IMMIGRATION; TEXAS; FLORIDA

This developmental grant study investigated the labor market success of Cuban and Mexican immigrants and the role of government policy and programs in their differential success. The study used multiple regression equations based on the 1970 Census Public Use Sample data. The dependent variables were occupational prestige and 1969 annual work-related earnings. A detailed account of the public policy initiatives toward Cubans is presented. Background data from several sources, including the General Social Surveys, are presented to document the comparative position of Hispanics in the U.S. labor market.

The study shows that the greater labor market success of Cubans, compared with Mexicans, is at least partly the result of policy intervention, not the group's more marketable personal characteristics. When initial social class is controlled, Cubans are still more successful than Mexicans. Well-educated Mexicans, however, were found to have a higher rate of return to college graduation than did their Cuban peers.

Teresa A. Sullivan and Silvia Pedraza-Bailey
August 1979

Report Descriptors: MEXICAN AMERICANS; CUBAN AMERICANS; IMMIGRATION; ECONOMIC STATUS; FLORIDA; TEXAS

NTIS PB301089

***Ongoing project—final report not yet available.**

3-067 Application of the Delphi Technique to the Analysis of Hispanic American Employment Problems as Related to Industrial Corporations and Universities

THE UNIVERSITY OF TOLEDO
TOLEDO, OHIO

Dr. R. V. Elicano

Grant 21-39-78-05
Project completed fiscal year 1979

Descriptors: SPANISH-SPEAKING AMERICANS; MEXICAN AMERICANS; EMPLOYER PRACTICES AND POLICIES; ECONOMIC STATUS; OHIO

This developmental grant study investigated the perceptions of industrial corporation and university officials and Hispanics themselves about the employment problems of college-educated Hispanic Americans in northwestern Ohio and southeastern Michigan, where this group is not a dominant minority. The researchers found that those surveyed tended to have a very favorable image of Hispanics and perceived them as encountering less discrimination and fewer problems than do blacks. Hispanics of lower socioeconomic status did not share this view, but felt that discrimination did exist and that blacks dominated government employment and aid programs.
December 1978

NTIS PB289739/AS

3-068 Occupational Mobility and the Process of Assimilation of Mexican Immigrants to San Antonio, Texas

THE UNIVERSITY OF TEXAS
SAN ANTONIO, TEX.

Dr. Crandall Shifflett

Grant 21-48-78-06
Project completed fiscal year 1979

Descriptors: MEXICAN AMERICANS; ECONOMIC STATUS; OCCUPATIONAL STATUS; IMMIGRANTS; TEXAS

This developmental grant study examined the career patterns of 132 Mexican American male heads of households, whose names were chosen at random from the San Antonio City Directory of 1977. The researcher held a 45-minute interview with each person and collected information on the head, his parents, and his grandparents, to get a three-generation perspective. The results were compared with a National Opinion Research Center sample of Anglo men from southern standard metropolitan statistical areas. The investigator found that: (1) Second- and third-generation sons of immigrants made remarkable gains over their fathers in educational attainment; (2) later generations were also more occupationally mobile than their fathers had been; (3) among the variables considered, (education, language ability, family size, and prior status), education was the most significant determinant of occupational position; (4) education, however, did not appear to have the same payoff for Mexican Americans as for Anglo heads; and (5) the occupational levels of Mexican American men with high-status fathers were somewhat below those of their fathers.
June 1979

NTIS PB299862/AS
ETA COPIES LIMITED

3-069 Institutional Barriers to Employment and Economic Mobility of Puerto Ricans in New York City

CORNELL UNIVERSITY
ITHACA, N.Y.

Dr. Lois S. Gray

Grant 21-36-78-09
Project completed fiscal year 1979

Descriptors: PUERTO RICANS; SPANISH-SPEAKING AMERICANS; DISCRIMINATION; INDUSTRY PRACTICES; EMPLOYER PRACTICES AND POLICIES; NEW YORK, NEW YORK

This developmental grant study explored institutional barriers to the employment and economic mobility of Puerto Rican New Yorkers. The report includes literature reviews of the economic mobility of Puerto Rican migrants and of the work experience and mobility of ethnic groups coming to New York City earlier. It also contains the findings from interviews with Puerto Rican jobseekers, union officials, employers, public officials, and representatives of community groups; the proceedings of a conference; the results of a survey of experts; and a list of priorities for future research.
January 1979

Report Descriptors: PUERTO RICANS; IMMIGRANTS; SPANISH-SPEAKING AMERICANS; DISCRIMINATION; ECONOMIC MOBILITY; EMPLOYER PRACTICES AND POLICIES; NEW YORK, NEW YORK

NTIS PB299849/AS

3-070 The Human Capital Model and Discrimination: The Roles of Schooling, Experience, and Functional Literacy in Texas

SOUTHWEST EDUCATIONAL DEVELOPMENT LABORATORY
AUSTIN, TEX.

Dr. Stuart Greenfield and Dr. John Vrooman

Grant 21-48-78-12
Project completed fiscal year 1979

Descriptors: MEXICAN AMERICANS; DISCRIMINATION; RETURNS ON EDUCATIONAL INVESTMENT; ECONOMIC STATUS; TEXAS

This developmental grant study examined the process by which the earnings of white, black, and Hispanic men are determined in the Texas labor market. The researchers developed and tested a recursive model of this process, using data from the Opinion Research Corporation's Survey of Literacy. These data provide information about the earnings, age, training, schooling, location, occupation, and functional competency or ability of the persons surveyed.

Dr. John Vrooman and Dr. Stuart Greenfield
April 1979

Report Descriptors: MEXICAN AMERICANS; RETURNS ON EDUCATIONAL INVESTMENT; ECONOMIC STATUS; TEXAS

NTIS PB299854/AS

3-071 Industrial Employment Opportunities and the Hispanic Community: The Case of Pilsen

THE UNIVERSITY OF ILLINOIS
CHICAGO, ILL.

Dr. Robert Mier

Grant 21-17-78-13
Project completed fiscal year 1979

Descriptors: SPANISH-SPEAKING AMERICANS; MEXICAN AMERICANS; ECONOMIC STATUS; OCCUPATIONAL STRUCTURE; HUMAN SERVICES AGENCIES; ILLINOIS

This developmental grant study explored the causes of unemployment in a Mexican American residential area of Chicago that had industrial employment opportunities. It found that skill deficiencies and discrimination were barriers to the employment of the area's Mexican American residents and that their social networks were too weak to help them take advantage of local job opportunities. As a consequence of this research, the investigator recommends further consideration of the need for affirmative action programs and multiethnic service delivery systems in the area.
March 1979

NTIS PB299853/AS

3-072 Analysis of Career Patterns and Problems Among Mexican American College Graduates

THE UNIVERSITY OF TEXAS
SAN ANTONIO, TEX.

Dr. Sammy B. Gould

Grant 21-48-78-15
Project completed fiscal year 1979

Descriptors: MEXICAN AMERICANS; COLLEGE GRADUATES; CAREER PATTERNS; OCCUPATIONAL MOBILITY; RETURNS ON EDUCATIONAL INVESTMENT; TEXAS

This developmental grant study investigated the career experiences of a sample of Mexican American college graduates in San Antonio. The purpose of the study was to identify the psychological, cultural, and attitudinal factors that distinguish upwardly mobile Mexican American college graduates from their less successful counterparts. The researcher used questionnaires, interviews, and projective techniques to obtain data on the perceptions of Mexican American college graduates about barriers to their careers and the ways they overcome these barriers.
February 1979

NTIS PB299875/AS

3-073 Linguistic Structures Affecting Training of Hispanic Americans

RURAL MANPOWER LABORATORY
SANTA ROSA, CALIF.

Grant 21-06-78-16
Project completed fiscal year 1978

ASPECTS OF SEMANTIC STRUCTURE OF SPANISH-SPEAKING BILINGUALS' ENGLISH: IMPLICATIONS FOR OCCUPATIONAL TRAINING

Dr. Edward Kissam
June 1978

Report Descriptors: SPANISH-SPEAKING AMERICANS; ENGLISH AS A SECOND LANGUAGE; EDUCATION

NTIS PB284545/AS

3-074* Job Adaptation of Hispanic, Black, and White Male and Female Employees

NORTHWESTERN UNIVERSITY
EVANSTON, ILL.

Dr. Marcus Alexis and Dr. Nancy DiTomaso

Grant 21-17-78-66
Project still in progress

Descriptors: SPANISH-SPEAKING AMERICANS; INTERNAL LABOR MARKETS; EMPLOYER PRACTICES AND POLICIES

This study will try to improve understanding of internal labor market operations. Its primary objective is to compare the prejob and on-the-job experiences of Hispanic, black and white, male and female workers in three types of firms and to identify and describe the factors that contribute to their being "created" as successful or unsuccessful members of the labor force. The researchers will also compare a sample of workers in selected industries with a sample of people not in the labor force.

The major hypothesis of the study is that the job experiences of white men are disproportionately ones

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***Ongoing project—final report not yet available.**

that enable them to be stable and competent workers, while women and members of minority groups disproportionately have job experiences that lead them to be less successful workers. (That is, they tend to have less mobility and less stable work patterns and to receive lower rewards, than white male workers.)

3-075* Job Mobility and Job Loss: A Study of the Effects of Unemployment and Underemployment Among Blue Collar Working Women in New England

BOSTON COLLEGE
CHESNUT HILL, MASS.

Dr. Ellen Rosen

Grant 21-25-79-19
Project still in progress

Descriptors: UNEMPLOYMENT; WOMEN; UNDEREMPLOYMENT; INDUSTRY PRACTICES; BLUE-COLLAR WORKERS

The purpose of this project is to assess the impact of job loss on blue-collar working women and their families. It will focus primarily on the experiences of full-time blue-collar women workers in semiskilled and unskilled occupations in the New England apparel, textile, and electronics industries, where such workers have traditionally been employed. The consequences of job loss to be examined include: (1) Impact on net family income and on family functioning; (2) subsequent job search activities; (3) extent to which the unemployed women utilize CETA, other training programs, and public assistance; and (4) extent of occupational mobility.

The researchers will conduct indepth interviews with 600 blue-collar women workers, of whom 375 have recently lost their jobs and the remainder—comprising the control group—have continuous experience in blue-collar work.

The researchers also will examine how the growth and decline of investment in New England during the past 20 years have shaped the longrun job mobility patterns of women workers in the industries under study. To do so, they will analyze the Social Security Administration's Longitudinal Employer-Employee Data File.

The information this study will contribute should be useful to public officials concerned with job loss, industry leaders and others interested in promoting equal employment opportunity, union leaders concerned with worker security, and administrators of programs for the unemployed.

3-076* Job Search Behavior of Mexican Americans in Two Selected Areas in the Southwest

JUAREZ AND ASSOCIATES
LOS ANGELES, CALIF.

Nicandro F. Juarez

Contract 20-06-76-51
Project still in progress

Descriptors: LABOR FORCE BEHAVIOR; JOB SEARCH; MEXICAN AMERICANS; SOUTHWESTERN STATES; METROPOLITAN AREAS; CHICANOS; CALIFORNIA, ANAHEIM-GARDEN GROVE; TEXAS, HOUSTON

This study is collecting, analyzing, and reporting on the labor market knowledge and job search behavior of a selected sample of Mexican-American workers and their families in two southwestern SMSA's. The study is seeking to answer such questions as: How do Mexican Americans look for jobs? Do they use the employment service, friends, newspapers, or the direct applicant approach? The study is attempting to determine why particular jobseeking methods are used and which are most effective for the target group.

Findings may indicate a need to improve and/or develop special services to assist the group in job searching.

3-077 Labor Force Characteristics and Migration Experience of the Puerto Ricans

FORDHAM UNIVERSITY
BRONX, N.Y.
AND
UNIVERSITY OF PUERTO RICO, SOCIAL RESEARCH CENTER
RIO PIEDRAS, P.R.

Dr. John J. Macisco, Jr., Dr. Luz M. Torruellas, Dr. Jose L. Vazquez, and Dr. Mary G. Powers

Grant 21-36-74-23
Project completed fiscal year 1979

Descriptors: LABOR FORCE PARTICIPATION; LABOR FORCE BEHAVIOR; LABOR MOBILITY; MIGRANTS; MIGRATION; PUERTO RICANS; UNEMPLOYED

This project examined the labor force characteristics of Puerto Rican migrants to New York and return migrants to Puerto Rico to determine whether characteristics such as unemployment, low status, particular occupations, and disability are associated with migration.

Project staff analyzed special tabulations from the 1970 census for the New York standard metropolitan statistical area and for Puerto Rico, using the special cross tabulations of census questions on labor force status and traditional labor force and other socioeconomic items.

The final report consists of three parts: Part I is an analysis of the labor force characteristics and migration of Puerto Ricans in New York; part II is concerned with return migration to Puerto Rico, and part III is comprised of the study's appendixes. In part I, the researchers suggest that a discussion of Puerto Rican migrants, as a whole masks important differencies between the first and second generations in New York and between early and recent migrants. For example, the second generation has achieved a considerably higher status than have those born in Puerto Rico. However, members of the second generation are too small a portion of the total group 16 years and over for their improved status to be reflected in overall measures of the population. For instance, the decline in female labor force participation among Puerto Rican women between 1960 and 1970 is owing largely to the withdrawal of women born in Puerto Rico and employed as operators, probably in manufacturing industries that moved from the city. However, and importantly, second generation Puerto Rican women are approaching all women in participation levels and occupational distribution. Part II suggests that adjustment to labor market conditions upon return to Puerto Rico seems to be negatively associated with length of residence in the continental United States. The study proposes several areas for further research on this topic.

VOL. I, PUERTO RICANS IN NEW YORK CITY
July 1979
Report Descriptors: MIGRATION; LABOR FORCE BEHAVIOR; PUERTO RICANS; LABOR FORCE PARTICIPATION; LABOR MOBILITY; MIGRANTS; PUERTO RICO; NEW YORK SMSA
ETA

VOL. II, A CROSS SECTIONAL ANALYSIS OF RETURN MIGRATION TO PUERTO RICO USING 1970 CENSUS DATA
July 1979
ETA

VOL. III, APPENDICES
July 1979
ETA

3-078* MUNICIPAL GOVERNMENT EMPLOYMENT OF MEXICAN AMERICANS IN THE SOUTHWEST

ARIZONA STATE UNIVERSITY
TEMPE, ARIZ.

Dr. Albert Karnig

Grant 21-04-78-62
Project still in progress

Descriptors: MEXICAN AMERICANS; LABOR FORCE PARTICIPATION; STATE AND LOCAL GOVERNMENTS; SOUTHWESTERN STATES

The objectives of this research project are to measure, compare, and assess the share of public jobs held by Mexican Americans in southwestern cities and to evaluate factors that may help to account for differences among the cities in public sector employment of Mexican Americans.

The initial inquiry will concentrate on 129 southwestern cities and use aggregate data techniques to identify the linkages among: (1) Demographic factors; (2) socioeconomic factors; (3) governmental characteristics; (4) presence and extent of Chicano elected officials; (5) attempts at tax reduction and stabilization; (6) the extent and type of involvement in CETA programs; and (7) Mexican American employment, both temporary and permanent, in different city agencies.

The second part of the study will focus on five major southwestern cities with substantial Hispanic concentrations. The objective will be to probe more deeply into the determinants of Mexican American employment in these cities by: (1) Interviewing policymakers, representatives of interest groups, agency heads, and CETA personnel; (2) examining documents such as the city's affirmative action plan; (3) investigating the extent of the merit system, departures from reliance on written tests, and efforts to validate hiring criteria; (4) assessing ways of carrying out affirmative action programs, such as recruitment devices, counseling, and formalized opportunities to upgrade job-related education and skills; and (5) evaluating the effects of tax reduction efforts on Hispanic employment.

3-079* OVERCOMING BARRIERS TO THE SUCCESSFUL ENTRY AND RETENTION OF WOMEN IN NONTRADITIONAL SKILLED BLUE COLLAR JOBS

WISCONSIN DEPT. OF INDUSTRY, LABOR, AND HUMAN RESOURCES
MADISON, WIS.

Norma Briggs

Grant 21-55-79-05
Project still in progress

Descriptors: WOMEN; CAREER PATTERNS; UNIONS; APPRENTICESHIP; EMPLOYMENT OPPORTUNITIES; EMPLOYMENT POLICY; WISCONSIN

The purpose of this project is to identify barriers to the employment of women in skilled blue-collar jobs and recommend practical ways of overcoming them. Information will be collected from 77 women apprenticed in traditionally male skilled trades in Wisconsin and their supervisors and coworkers. Questions to be studied include: Which factors inhibit and which foster success and acceptance of women in these jobs? Does the retention rate differ significantly by age? To what extent do family responsibilities interfere with the job demands? To what extent does shift work prevent women from holding these jobs? Answers to these questions will help the researchers determine what can be done to facilitate long-term acceptance of women in the blue-collar skilled trades.

3-080 RESEARCH DESIGN ON THE OPERATION OF THE FEDERAL GOVERNMENT LABOR MARKET

OPERATIONS RESEARCH, INC.
SILVER SPRING, MD.

James O'Leary

Contract 20-24-77-29
Project completed fiscal year 1979

***Ongoing project—final report not yet available.**

Descriptors: FEDERAL GOVERNMENT; CIVIL SERVICE SYSTEM; LABOR MARKET BEHAVIOR; LITERATURE REVIEW; DATA SOURCES AND USE

This project designed a research study of the Federal Government as a labor market for the civilian workers employed under the merit system. The design encompasses a comprehensive examination of the Government labor market analagous to earlier research on private sector labor markets; e.g., analyses of supply and demand of workers, institutional constraints, recruitment and hiring standards, mobility, wage determination, and promotion and retirement policies. The research designed by this project is expected to provide operational information of use to the U.S. Office of Personnel Management (formerly the Civil Service Commission) and other interested agencies. Its objectives include early identification of shortage occupations and identification of Federal career patterns to improve occupational structuring.

Tasks undertaken in developing the research design were: (1) Literature review; (2) analysis of data from the U.S. Civil Service Commission and other Government agencies and relevant nongovernment organizations; and (3) interviews with knowledgeable persons.

The research design covers three interrelated areas—work force planning, job information, and work force dynamics. In each area, it identifies several studies expected to improve understanding of the economic and operational impact of various personnel policies on the Federal Government's internal labor market.

The objective of this project is identical to that of contract 20-17-77-30 with Northwestern University, since two organizations were awarded contracts to prepare a research design.

James O'Leary, Dorothy McLean, and Oedies Davis
May 1978

NTIS PB290385/AS

3-081 Research Design on the Operation of The Federal Government Labor Market

NORTHWESTERN UNIVERSITY
EVANSTON, ILL.

Jean J. Couturier and Richard P. Schick

Contract 20-17-77-30
Project completed fiscal year 1979

Descriptors: FEDERAL GOVERNMENT; CIVIL SERVICE SYSTEM; LABOR MARKET BEHAVIOR; LITERATURE REVIEW; DATA SOURCES AND USE

The research design prepared by this project covers both the administrative processes that regulate Federal employment and the statistical data that describe the impact of these processes on various segments of the labor supply. Gaps in knowledge and research recommendations are described for 29 functional areas of Federal labor market analysis. A supplement to the final report contains an extensively annotated bibliography of about 300 contemporary (1968-78) studies of Federal employment policies and practices relevant to labor market analysis.

FEDERAL GOVERNMENT LABOR MARKETS: AN APPROACH TO WORK-FORCE PLANNING

Jean J. Couturier, Richard P. Schick, Gerald S. Goldstein, Eugene B. McGregor, George S. Mahary, and Elliot M. Zashin
December 1978

NTIS PB292300/AS

VOLUME I
December 1978

3-082 Research on Program for Persons of Limited English-Speaking Ability

UNIVERSITY RESEARCH CORPORATION
WASHINGTON, D.C.

Dr. Jack Reynolds

Contract 20-11-77-31
Project completed fiscal year 1979

Descriptors: SPANISH-SPEAKING AMERICANS; PUERTO RICANS; IMMIGRANTS; BASIC EDUCATION; VOCATIONAL EDUCATION; INSTRUCTIONAL MATERIALS; OCCUPATIONAL TRAINING; TRAINING EFFECTIVENESS AND IMPACT

The Employment and Training Administration funded 47 projects to provide employment and training services for persons of limited English-speaking ability. A total of $5 million was made available for these projects, which serve primarily Spanish-speaking groups, with Asians and Southeast Asians making up the second largest group. "Limited English-speaking ability" has been defined for this program as "an inability to speak English which impairs a person's ability to seek or obtain employment and whose normal language is other than English." This contract had two objectives. The first was to review, analyze, and assess the entire special program for persons of limited English-speaking ability; the second was to identify, document, and analyze in considerable detail a selected number of particularly noteworthy programmatic approaches with the aim of facilitating their replication by other prime sponsors.

PROGRAM FOR PERSONS OF LIMITED ENGLISH-SPEAKING ABILITY

SUMMARY OF PROJECTS FUNDED

Dr. Jack Reynolds and Marta Kelsey
November 1977

NTIS PB274258/AS
Available from the Office of National Programs, ETA, Room 6402, 601 D St., N.W., Washington, D.C. 20213.

THE PLESA EXPERIENCE: TRAINING AND EMPLOYMENT SERVICES FOR PERSONS OF LIMITED ENGLISH-SPEAKING ABILITY

Dr. Jack Reynolds, Kamer Davis, and Marta Kelsey
December 1978

NTIS PB290907/AS

CASE STUDY NUMBER 1, TUCSON, ARIZONA. ESL AND BILINGUAL VOCATIONAL TRAINING

Dr. Jack Reynolds and Gladys Garcia
November 1978

NTIS PB291299/AS

CASE STUDY NUMBER 2, NEW YORK CITY, NEW YORK. BILINGUAL OFFICE SKILLS TRAINING

Kamer Davis and Willie Vazquez
November 1978

NTIS PB291300/AS

CASE STUDY NUMBER 3, BERGEN COUNTY, NEW JERSEY. ON-THE-JOB TRAINING AND ESL

Kamer Davis, Inese Balodis, and Willie Vazquez
November 1978

NTIS PB291301/AS

CASE STUDY NUMBER 4, LAREDO, TEXAS. BILINGUAL TRAINING FOR ELECTRICIANS AND IMPORT-EXPORT CLERKS

Dr. Jack Reynolds
November 1978

NTIS PB291302/AS

CASE STUDY NUMBER 5, LOS ANGELES, CALIFORNIA. TRAINING CHINESE COOKS

Dr. Jack Reynolds and Tin Myaing Thein
November 1978

NTIS PB291303/AS

CASE STUDY NUMBER 6, PENNSYLVANIA. BUILDING A VOCATIONAL ESL LIBRARY

Kamer Davis and Inese Balodis
November 1978

NTIS PB291304/AS

CASE STUDY NUMBER 7, HONOLULU, HAWAII. DEVELOPING BILINGUAL VOCATIONAL CURRICULA

Dr. Jack Reynolds and Tin Myaing Thein
November 1978

NTIS PB291305/AS

CASE STUDY NUMBER 8, ORANGE COUNTY, CALIFORNIA. MESL AND ESL, A STUDY IN CONTRASTS

Tin Myaing Thein and Gladys Garcia
November 1978

NTIS PB291306/AS

CASE STUDY NUMBER 9, PHILADELPHIA, PENNSYLVANIA. COMMUNITY SUPPORT

Kamer Davis and Inese Balodis
November 1978

NTIS PB291307/AS

CASE STUDY NUMBER 10, SAN FRANCISCO, CALIFORNIA. SERVICES FOR ASIAN IMMIGRANTS AND REFUGEES

Dr. Jack Reynolds
November 1978

NTIS PB291308/AS

3-083 RURAL ORIENTED R&D PROJECTS SUPPORTED BY ETA/USDL: A REVIEW AND SYNTHESIS

OREGON STATE UNIVERSITY
CORVALLIS, OREG.

Grant 21-46-76-12
Project completed fiscal year 1977

Dr. Gene S. Leonardson and Dr. David M. Nelson
February 1977

Report Descriptors: RURAL AREAS; SUPPORTIVE SERVICES; PLANNING, RESEARCH, AND DEVELOPMENT; PUBLIC EMPLOYMENT PROGRAMS; STATE-OF-THE-ART PAPERS

NTIS PB263518/AS
ETA R&D MONOGRAPH NO. 50

3-084* THE SCHOOL-TO-WORK TRANSITION OF NON-COLLEGE YOUNG PERSONS

PENNSYLVANIA STATE UNIVERSITY
UNIVERSITY PARK, PA.

Dr. Stanley P. Stephenson, Jr.

Grant 28-42-78-54
Project still in progress

Descriptors: NATIONAL LONGITUDINAL SURVEYS; YOUNG MEN; YOUNG WOMEN; LABOR FORCE PARTICIPATION; EARNINGS; OCCUPATIONAL CHOICE

The researcher will examine the decisionmaking process of a group of young persons as they develop from full-time (noncollege) students into full-time workers. Using data from the National Longitudinal Study of the High School Class of 1972 and the young women's sample from the National Longitudinal Surveys, the researcher will: (1) Determine which personal attributes, such as educational and training background, and labor market conditions explain the movement of young persons from school enrollment to unemployment or employment; (2) determine the impact of previous unemployment on subsequent earnings and occupational choice, employment, and future unemployment; (3) examine, for women, the interaction between marital status, school enrollment, and labor force participation; and (4) find out the impact of the nature of the transition process on subsequent earnings and occupational choice. The main approaches to be used are tabular presentations of the data, multiple regression analysis, and the multinomial logit function.

*Ongoing project—final report not yet available.

3-085 Secretary of Labor's Invitational Conference on the Longitudinal Surveys of Mature Women

NATIONAL COMMISSION FOR EMPLOYMENT POLICY
WASHINGTON, D.C.

Dr. Isabel V. Sawhill

Grant 21-11-78-28 (formerly Grant 21-11-77-01)
Project completed fiscal year 1979

Descriptors: WOMEN; NATIONAL LONGITUDINAL SURVEYS; CONFERENCES; LABOR FORCE BEHAVIOR; CAREER PATTERNS; CHILD DAY CARE

The grantee conducted a conference in January 1978 at which scholars presented and discussed papers utilizing data on the mature women's cohort of the National Longitudinal Surveys. (The women, aged 30 to 44 at the beginning of the surveys, are one of four population cohorts whose labor market behavior is being traced in the surveys.)

The purpose of the conference was to encourage members of the research community to use the National Longitudinal Survey data on the mature women for policy-oriented analyses of the labor force behavior and work attitudes of this cohort. One of the conference sessions consisted of a discussion by a panel of researchers and policymakers on what policymakers need to know that researchers can address. Other sessions covered topics such as work and family roles and how women fare in the labor market.

WOMEN'S CHANGING ROLES AT HOME AND ON THE JOB

September 1978

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; CONFERENCES; LABOR FORCE BEHAVIOR; CAREER PATTERNS; WORK ROLES; WOMEN
ETA

3-086* Secretary of Labor's Invitational Conference on the National Longitudinal Surveys of Young Men and Young Women

THE UNIVERSITY OF ARIZONA
TUCSON, ARIZ.

Dr. Ronald L. Oaxaca

Grant 21-04-78-38
Project still in progress

Descriptors: NATIONAL LONGITUDINAL SURVEYS; YOUNG MEN; YOUNG WOMEN; BLACKS; EARNINGS; UNEMPLOYMENT; CONFERENCES

The grantee conducted a 2-day conference on the policy uses of the data obtained from the National Longitudinal Surveys (NLS) of young men and women. The conference, held in March 1979, brought together researchers and policymakers to identify specific ways in which the NLS can be used to serve policy ends. Specifically, it generated a strategy for using survey data to answer policy questions on participation of young people in the labor force.

The conference on the youth cohorts presented commissioned papers on such topics as youth unemployment; schooling choices; unions and young workers; determinants of hours of work; and black/white and male/female earnings differences. The conference proceedings will be published for widest possible dissemination.

Dr. Orley Ashenfelter and Dr. Ronald L. Oaxaca
August 1979

NTIS PB299663/AS

3-087 Secretary's Invitational Conference on Longitudinal Study of Men in Pre-Retirement Years

TEMPLE UNIVERSITY
PHILADELPHIA, PA.

Grant 21-42-76-04
Project completed fiscal year 1978

MEN IN THE PRE-RETIREMENT YEARS

Dr. Seymour L. Wolfbein
October 1977

Report Descriptors: LABOR MARKET BEHAVIOR; OLDER WORKERS; LABOR FORCE PARTICIPATION; TRANSITION FROM WORK TO RETIREMENT; EMPLOYMENT PATTERNS; HEALTH

NTIS PB283026/AS

3-088* The Selection and Work Group Integration of Unemployed Mexican Americans into CETA Public Service Employment: A Case Study

THE UNIVERSITY OF TEXAS
SAN ANTONIO, TEX.

Dr. Sammy B. Gould and Dr. Larry E. Penley

Grant 21-48-78-65
Project still in progress

Descriptors: MEXICAN AMERICANS; PUBLIC SERVICE EMPLOYMENT; EMPLOYER PRACTICES AND POLICIES

This study will focus on the dynamics of the hiring and work group integration of Mexican Americans in CETA public service employment situations. The researchers will try to determine how the personal characteristics of applicants, supervisors, and coworkers are related to the initial hiring of minority or nonminority applicants and to the applicants' subsequent integration into their work groups and transition to unsubsidized employment. The study will also explore how the following factors may affect the employment experience of Mexican Americans: (1) Interview process; (2) work group integration; (3) cultural values; (4) work ethic; (5) characteristics of the work group, job, and supervisors; (6) expectations; and (7) background variables.

3-089* SOCIOECONOMIC ATTAINMENT AND ETHNICITY: LABOR MARKET EXPERIENCE OF NATIVE AND IMMIGRANT HISPANICS IN THE U.S.

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Dr. Marta Tienda

Grant 21-55-79-27
Project still in progress

Descriptors: SPANISH-SPEAKING AMERICANS; IMMIGRANTS; ECONOMIC STATUS; ECONOMIC MOBILITY

This research will investigate tentative findings suggesting that the socioeconomic position of Hispanics in the United States is deteriorating. To do so, the researcher will examine the relationship of the demographic characteristics and immigrant status (native or foreign born) of persons of Mexican, Puerto Rican, and other Spanish origin to their incomes and occupational attainments. Another objective is to find out how the individual characteristics and opportunities of each Spanish-origin group affect their labor market position. The researcher will analyze relative changes in the socioeconomic attainments of the groups in relation to: (1) The changing composition of the groups; (2) institutional arrangements and labor allocation mechanisms that bar Hispanics from the most rewarding positions; and (3) changes in the structure of opportunities.

The study will be based on data from the 1976 Survey of Income and Education and the 1979 National Chicano Survey. After preparing a descriptive analysis of status levels within and among groups, the researcher will use regression standardization to sort differences in income and occupational levels into composition and ethnic status effects. Subsequently, the study will use a modified socioeconomic life cycle approach to illustrate the process of status attainment among native- and foreign-born Hispanics. Finally, an indepth analysis of the labor market experiences of Mexicans, the largest Hispanic group, will try to determine how discrimination, institutional arrangements, and structural or circulation mobility explain the occupational patterns and income levels of successive cohorts of labor force entrants. Analytical techniques will also include covariance and path analyses.

3-090 SOCIOECONOMIC DETERMINANTS OF URBAN POVERTY AREA WORKERS' LABOR FORCE PARTICIPATION AND INCOME

UNIVERSITY OF MISSOURI, COLUMBIA
COLUMBIA, MO.

Dr. James R. Pinkerton, College of Administration and Public Affairs

Grant 21-29-74-12
Project completed fiscal year 1979

Descriptors: AGE DIFFERENCES; FAMILIES; MOTIVATION; GHETTO RESIDENTS; URBAN PROBLEMS; LOW-WAGE JOBS; UNDEREMPLOYMENT; SERVICE DELIVERY SYSTEMS; MEN; LABOR MARKET BEHAVIOR; PREDICTION OF SUCCESS IN PROGRAMS; LABOR FORCE PARTICIPATION; ILLINOIS, CHICAGO; MISSOURI, ST. LOUIS; TEXAS, SAN ANTONIO

This project focused on the socioeconomic characteristics of urban male workers aged 16 to 64 who are living in low-income neighborhoods, to identify the factors in ghetto life that combine and accumulate to cause individuals to perform poorly in the labor market or never to enter the labor market.

The study used two specific computerized techniques (Automatic Interaction Detector and Multiple Classification Analysis) to examine data in the 1970 Census Employment Survey (CES) and obtain predictive values on ghetto residents' labor force participation and income. CES poverty areas in Chicago, St. Louis, and San Antonio were studied.

The study found that each of the elements measured—discrimination, human resources, economic structure—affects the employment and income levels of poverty-area workers. For instance, being black or of Spanish origin increases a worker's chances of living in a poverty area. Age-group discrimination is a more serious problem than racial or ethnic discrimination, and both young and old workers, irrespective of their race or ethnicity, experience sizable losses in employment and income. The study questions to what extent health problems are a cause—or the result—of low employment levels and the loss of income.

Worker family situations may have an important impact on work attitudes and lifestyles that, in turn, influence employment and income levels. The responsibility for supporting a family appears to provide an incentive for achieving a higher income level.

The study points to the need for private companies to provide more high-wage jobs to poverty-area workers and notes that currently, these workers find the most high-wage opportunities in government. It suggests that the Federal Government continue to provide high-wage public jobs to reduce the "oversupply" of labor in low-wage sectors of the economy. Moreover, it recommends adequately funded income maintenance programs to reduce labor mobility as well as to support those who cannot work.

The researcher notes that the experience of initial "hard-core" hiring programs showed that simply providing a person with a job is not enough. The employee has to have sufficient motivation, proper work habits, required skills, and adequate physical capacity to perform successfully. Organizations opening up jobs to minority workers may need assistance in learning how to cope with problems related to recruitment and selection, training, job placement, job performance, peer group adjustment, superior-subordinate relationships, and promotion decisions.

The study also points to the need for upgrading human resources and job information during the early years before a person completes formal schooling. In addition,

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*Ongoing project—final report not yet available.

it recommends continued flexibility in CETA and other Department of Labor programs to give to local officials the latitude they need to deal with employment problems in their areas.
August 1978

NTIS PB286658/AS

3-091* Study of CETA Plans for Indian Reservation Economic Development

URBAN AND RURAL SYSTEMS ASSOCIATES (URSA)
SAN FRANCISCO, CALIF.

Ernest J. Fazio, Jr.

Contract 20-06-78-07
Project still in progress

Descriptors: INDIANS; ECONOMIC DEVELOPMENT; INDIAN EMPLOYMENT AND TRAINING PROGRAMS (CETA)

The purpose of this project has been to review and analyze the economic plans for 25 Indian reservations as to their relationship and integration with CETA plans. The study developed a group of noteworthy and exemplary approaches for replication by other Indian reservations. During phase II, the contractor will develop training materials for use on Indian reservations and produce three 20-minute training films to assist in the administration and implementation of CETA programs on Indian reservations.

Ernest J. Fazio, Jr. and Patricia F. Kelly
September 1978

Report Descriptors: INDIANS; EMPLOYMENT; RURAL AREAS

NTIS PB287545/AS

3-092* A Study of Educational Investment Returns and Labor Market Experiences of Mexican American College Graduates

KENT STATE UNIVERSITY
KENT, OHIO

Dr. Richard Raymond

Grant 21-39-78-64
Project still in progress

Descriptors: MEXICAN AMERICANS; COLLEGE GRADUATES; RETURNS ON EDUCATIONAL INVESTMENT; TEXAS

This grant project will consist of an extensive analysis of data collected in a 1966-74 survey of Pan American University college graduates. The researcher will investigate: (1) The determinants of income for college-educated Mexican Americans and Anglos; (2) the extent and causes of job discrimination against Mexican Americans; (3) differences between the two ethnic groups in the rates of return on investments in college educations; and (4) differences between college educated Mexican Americans and Anglos in job search patterns, job satisfaction, and economic mobility.

The study will also assess the potential effectiveness of public policies designed to mitigate or eliminate the effects of discrimination.

3-093 Study of Factors Important in Developing Alternative Employment for Migrant and Seasonal Farmworkers

MILLER & BYRNE, INC.
WASHINGTON, D.C.

Ruth Blau

Contract 20-24-78-06
Project completed fiscal year 1979

Descriptors: FARMWORKERS; CETA PROGRAMS; OCCUPATIONAL MOBILITY; EMPLOYMENT AND TRAINING PROGRAM SERVICES AND TECHNIQUES; STAFF TRAINING

This project investigated factors important in assisting migrant and seasonal farmworkers to "settle out" of agriculture; that is, to end their dependency on seasonal agricultural employment. The goal of settling farmworkers out of agriculture is a key objective of the regulations implementing CETA title III, section 303 programs. Researchers concentrated on individual, family, community, economic, and program factors and their interrelationships as they affect farmworkers' chances of developing alternative lifestyles.

Project staff reviewed the substantial body of research literature on migratory and other seasonal farmworkers, their characteristics, needs, problems, and aspirations. They compared interpretations drawn from this literature with actual operating conditions by interviewing CETA section 303 program participants, staff specialists, employers, and other community leaders in more than eight States that operate CETA farmworker programs.

The project developed a three-part training program for CETA title III, section 303 grantee staffs, consisting of a training text or monograph, a trainer's manual organizing training materials in 3-day workshops, and a participant's manual to guide discussion and enhance absorption of useful material. The staff training materials are designed to help field staff responsible for day-to-day delivery of services improve their understanding of the farmworker client group and their ability to provide effective help. The experimental training draws on participants' own experiences and emphasizes motivating farmworkers to help themselves as the key to successful transition to nonfarm employment.

MONOGRAPH ON FACTORS IMPORTANT IN DEVELOPING ALTERNATIVE EMPLOYMENT FOR MIGRANT AND SEASONAL FARMWORKERS

Sheila Polakoff and Ruth Blau
October 1979
ETA COPIES LIMITED

TRAINER'S MANUAL: FACTORS IMPORTANT IN DEVELOPING ALTERNATIVE EMPLOYMENT FOR MIGRANT AND SEASONAL FARMWORKERS

Ruth Blau, David North, and Sheila Polakoff
October 1979
ETA COPIES LIMITED

PARTICIPANT'S MANUAL: FACTORS IMPORTANT IN DEVELOPING ALTERNATIVE EMPLOYMENT FOR MIGRANT AND SEASONAL FARMWORKERS

October 1979
ETA COPIES LIMITED

3-094 A STUDY OF IMMIGRANTS IN THE LABOR FORCE

LINTON AND COMPANY, INC.
WASHINGTON, D.C.

Contract 20-11-74-21
Project completed fiscal year 1978

THE CHARACTERISTICS AND ROLE OF ILLEGAL ALIENS IN THE U.S. LABOR MARKET: AN EXPLORATORY STUDY

David S. North and Marion F. Houstoun
March 1976

Report Descriptors: IMMIGRATION; ALIENS; EMPLOYMENT PATTERNS; LABOR MARKET BEHAVIOR

NTIS PB252616/AS

SEVEN YEARS LATER: THE EXPERIENCES OF THE 1970 COHORT OF IMMIGRANTS IN THE U.S. LABOR MARKET

David S. North
June 1978

Report Descriptors: IMMIGRANTS; EARNINGS; EDUCATION; EMPLOYMENT; LABOR MOBILITY; GOVERNMENT POLICIES

3-095 STUDY OF PUBLIC UTILITY INTERNAL LABOR MARKET

CARNEGIE-MELLON UNIVERSITY
PITTSBURGH, PA.

Grant 21-42-73-43
Project completed fiscal year 1978

SELECTION AND PERFORMANCE IN A GAS UTILITY COMPANY

Dr. Myron L. Joseph
May 1978

Report Descriptors: EMPLOYMENT; JOB APPLICANTS; INTERNAL LABOR MARKETS; HIRING PRACTICES; TESTING, ASSESSMENT AND EVALUATION

3-096 STUDY OF THE PITTSBURGH PLAN

CARNEGIE-MELLON UNIVERSITY
PITTSBURGH, PA.

Grant 21-42-74-20
Project completed fiscal year 1977

STUDY OF THE PITTSBURGH PLAN: EVALUATION OF ALTERNATIVE APPROACHES FOR INCREASING BLACK PARTICIPATION IN THE CONSTRUCTION TRADES

Otto A. Davis, Norman J. Johnson, Suresh L. Konda, and Charles J. Winkler, in conjunction with Nate Smith
December 1976

Report Descriptors: APPRENTICESHIP; BLACKS; CONSTRUCTION INDUSTRY; COST EFFECTIVENESS; UNIONS; PENNSYLVANIA, PITTSBURGH

NTIS PB261819/AS

3-097 TOBACCO MECHANIZATION AND RESOURCE ADJUSTMENT IN THE TOBACCO INDUSTRY: A RESEARCH PROGRAM

NORTH CAROLINA STATE UNIVERSITY
RALEIGH, N.C.

Grant 21-37-73-25
Project completed fiscal year 1977

FLUE-CURED TOBACCO HARVEST LABOR: ITS CHARACTERISTICS AND VULNERABILITY TO MECHANIZATION

Dr. Dale M. Hoover and Leon B. Perkinson
1977

Report Descriptors: RURAL AREAS; TOBACCO; MECHANIZATION; LABOR SUPPLY; SOUTHEASTERN STATES; LABOR DEMAND; NORTH CAROLINA

NTIS PB273892/AS

FLUE-CURED TOBACCO HARVEST LABOR: ITS CHARACTERISTICS AND VULNERABILITY TO MECHANIZATION (EXECUTIVE SUMMARY)

June 1977

NTIS PB27[illegible]391/AS

3-098 WOMEN AND PART-WEEK WORK

SCHOOL OF BUSINESS, AUBURN UNIVERSITY
AUBURN, ALA.

Contract 21-01-76-21
Project completed fiscal year 1978

Dr. Ethel B. Jones and Dr. James E. Long
March 1978

***Ongoing project—final report not yet available.**

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; WOMEN; PART-TIME EMPLOYMENT; LABOR MARKET BEHAVIOR; WORK SCHEDULES; WAGES

NTIS PB280737/AS

3-099 THE YOUTH LABOR MARKET: A DYNAMIC OVERVIEW

BUREAU OF LABOR STATISTICS
WASHINGTON, D.C.

Agreement 20-11-76-47
Project completed fiscal year 1978

Joseph R. Antos and Wesley S. Mellow
February 1978

Report Descriptors: YOUTH; WAGES; TURNOVER; LABOR FORCE BEHAVIOR; EMPLOYMENT PATTERNS; UNEMPLOYMENT

NTIS PB283262/AS

3C. EMPLOYER PRACTICES

3-100 DEMONSTRATION PROJECT FOR THE ESTABLISHMENT OF A DOMESTIC CLEARINGHOUSE AND INFORMATION NETWORK ON PRODUCTIVITY AND QUALITY OF WORKING LIFE

WORK IN AMERICA INSTITUTE, INC.
NEW YORK, N.Y.

Grant 21-36-75-17
Project completed fiscal year 1979

Descriptors: BIBLIOGRAPHIES; ORGANIZATIONAL ENVIRONMENT; JOB SATISFACTION; ORGANIZATIONAL STRUCTURE; PRODUCTIVITY; INFORMATION SYSTEMS; INCENTIVES; QUALITY OF EMPLOYMENT; JOB STRUCTURE; WORKER PARTICIPATION IN MANAGEMENT

This grant provided partial support for the start-up costs of the clearinghouse function of the Institute.

The clearinghouse provides channels of communication among researchers, union officials, consultants, and organizational executives who are concerned with increasing productivity and the quality of worklife. This includes the organization of work and worktime, innovative methods of compensation, matching workers and jobs, and other strategies for more effectively utilizing human resources and increasing workers' satisfaction.

The clearinghouse publishes a monthly newsletter, *World of Work Report*, which summarizes recent national and international developments related to employment, productivity, and the quality of worklife. Other efforts have focused upon the development of bibliographies and "information packages" on specific areas such as worker alienation, human resource accounting, sociotechnical systems, and managerial productivity.

The following reports are available from Work in America Institute, Inc., 700 White Plains Road, Scarsdale, N.Y. 10583.

BREAKTHROUGHS IN UNION-MANAGEMENT COOPERATION

Joseph A. Loftus and Beatrice Walfish (Eds.)
1977

Report Descriptors: WORKER PARTICIPATION IN MANAGEMENT; INDUSTRIAL RELATIONS; COLLECTIVE BARGAINING; LABOR-MANAGEMENT COOPERATION; QUALITY OF EMPLOYMENT; WAGES

A GUIDE TO WORKER PRODUCTIVITY EXPERIMENTS IN THE UNITED STATES 1971-75

Raymond A. Katzell, Penny Bienstock, and Paul H. Faerstein
1977

Report Descriptors: PRODUCTIVITY; WORKING CONDITIONS; TRAINING EFFECTIVENESS AND IMPACT; JOB STRUCTURE; ORGANIZATIONAL STRUCTURE; WORKER/JOB MATCHING

NTIS PB273894/AS

ALTERNATIVE WORK PATTERNS, CHANGING APPROACHES TO WORK SCHEDULING

David Robinson (Ed.)
June 1976

Report Descriptors: WORK SCHEDULES; PART-TIME EMPLOYMENT

PRODUCTIVITY: THE LINK TO ECONOMIC AND SOCIAL PROGRESS, A SWEDISH-AMERICAN EXCHANGE OF VIEWS

Curtis Prendergast (Ed.)
April 1976

Report Descriptors: FOREIGN EMPLOYMENT AND TRAINING POLICY; LAWS, LEGISLATION; PRODUCTIVITY; INDUSTRIAL RELATIONS; EMPLOYER PRACTICES AND POLICIES; SWEDEN

STUDIES IN PRODUCTIVITY: HIGHLIGHTS OF THE LITERATURE

VOL. 1. QUALITY OF WORKING LIFE AND PRODUCTIVITY
1978

NTIS PB286883/AS

VOL. 2. MANAGERIAL PRODUCTIVITY
1978

NTIS PB286885/AS

VOL. 3. WORKER ALIENATION
1978

NTIS PB286886/AS

VOL. 4. MID-CAREER PERSPECTIVES: THE MIDDLE-AGED AND OLDER POPULATION
1978

NTIS PB286882/AS

VOL. 5. TRENDS IN PRODUCT QUALITY AND WORKER ATTITUDES
1978

NTIS PB2[illegible]6884/AS

VOL. 6. HUMAN RESOURCE ACCOUNTING
1978

NTIS PB286887/AS

3-101 A DEMONSTRATION PROJECT TO DEVELOP AND TEST JOB-SHARING IN WISCONSIN CIVIL SERVICE (PROJECT JOIN)

STATE OF WISCONSIN, DEPARTMENT OF EMPLOYMENT RELATIONS, DIVISION OF HUMAN RESOURCE SERVICES
MADISON, WIS.

Mary Cirilli and Diane Lindner Jones

Grant 21-55-76-11
Project completed fiscal year 1979

Descriptors: WORK SCHEDULES; PART-TIME EMPLOYMENT; JOB RESTRUCTURING; JOB SATISFACTION; EMPLOYMENT PATTERNS; STATE AND LOCAL GOVERNMENTS

This project planned and tested job sharing in the Wisconsin civil service system. It compared the productivity of workers in shared jobs with that of employees in regular work situations and measured the effect of creating part-time jobs in the same work unit with full-time positions.

Job sharing is defined as replacing one full-time postion with two permanent part-time ones. The jobs involved were professional, paraprofessional, administrative, and technical postiions in the State civil service system. The project divided 56 of those jobs into 112 shared positions. The workers were recruited and selected through normal civil service procedures. The control groups consisted of applicants not selected and employees in comparable full-time positions.

Research showed that job sharing had not been used mainly because it was a new idea and most supervisors and personnel officers had not dealt with the mechanics of dividing full-time positions. The researchers concluded that scheduling is essential for the job sharers, and the work unit and the type of job may dictate the kind of schedule necessary. Employment costs were roughly equal for job sharers and full-timers; job sharers used slightly less sick leave than their full-time counterparts and had a lower turnover rate. Training took more supervisory time for job sharers; however, that expenditure is an initial cost only. Supervisors reported that employees working reduced hours had higher productivity rates.

An initial hypothesis of this project was that significant numbers of older workers approaching retirement would participate, but this was not the case. However, project staff learned that a number of older State employees were interested in alternative work patterns, and a survey of employees nearing retirement showed that over half planned to continue with some work.

VOL. I, PROJECT JOIN, FINAL REPORT

Mary Cirilli, Diane Lindner Jones, and Susan Meives
June 1979

Report Descriptors: WORK SCHEDULES; PART-TIME EMPLOYMENT; JOB RESTRUCTURING; JOB SATISFACTION; EMPLOYMENT PATTERNS; STATE AND LOCAL GOVERNMENTS; WISCONSIN

NTIS PB299668/AS
ETA AVAILABILITY LIMITED

VOL. II, MANUAL FOR REPLICATION
June 1979

NTIS PB299669/AS
ETA AVAILABILITY LIMITED

VOL. III, PART-TIME WORK: A MULTIPERSPECTIVE ANALYSIS
June 1979

NTIS PB301278/AS
ETA AVAILABILITY LIMITED

3-102* DEMONSTRATION PROJECT TO TEST ALTERNATE EMPLOYMENT PATTERNS FOR OLDER WORKERS IN THE WISCONSIN CIVIL SERVICE

STATE OF WISCONSIN, DEPARTMENT OF EMPLOYMENT RELATIONS, DIVISION OF HUMAN RESOURCES SERVICES
MADISON, WIS.

Mary Cirilli and Diane Lindner Jones

Grant 21-55-79-10
Project still in progress

Descriptors: RETIREMENT; WORK SCHEDULES; OLDER WORKERS; JOB SATISFACTION; STATE AND LOCAL GOVERNMENTS; JOB RESTRUCTURING; WISCONSIN

The object of this grant is to evaluate a variety of employment options for State civil service employees aged 55 and older and approaching retirement. The intent is to: (1) Measure the impact of various employment options on the individual work unit; (2) measure their effects on the worker's life style and economic and community status; (3) determine the proper use of each option in preretirement planning; (4) determine the extent to which older workers would use the various options and the kinds of internal barriers that may discourage their use; and (5) project the impact of expanded job options on the entire State of Wisconsin.

The employment options include: (1) Full-time employment past the "normal" retirement age of 65; (2) part-time employment between the ages of 55 and 64; and (3) part-time employment at age 65. State employees nearing 65 will be surveyed as to the employment patterns they prefer, and their answers will be classified by schedules, work patterns, sex, age, position, years of service, and department. Each State department will then be asked to develop a number of positions within each option.

This project is an attempt to move toward a preretirement employment policy that encourages a variety of alternative work patterns leading to phased retirement.

***Ongoing project—final report not yet available.**

3-103* A Demonstration/Research Project for Maximizing the Integration of Local Labor into the Regional Apple Industry

THE WILLIAM H. MINER AGRICULTURAL RESEARCH INSTITUTE
CHAZY, N.Y.

Claude Wiley

Grant 21-36-78-39
Project still in progress

Descriptors: LABOR SUPPLY; SEASONAL EMPLOYMENT; TEMPORARY EMPLOYMENT; IMMIGRATION; JOB SATISFACTION; JOB RETENTION; NEW YORK

The project will demonstrate on a limited basis special techniques to obtain a willing and able domestic labor force to harvest the apple crop, replacing imported labor currently being used in that industry. It is aimed at increasing employment opportunities in northern New York by providing local apple growers with trained local harvesting crews. Success with the project would show that domestic labor could replace imported harvesting labor in this industry.

Procedures include choosing a local orchard site; employing various recruitment techniques to secure a sample of 30 to 50 local people for the apple harvest; providing a 3- to 5-day training program for the pickers; offering incentives for such employment, e.g., transportation, child care, and higher wages paid for more difficult work; and documenting and assessing the project so that it could be replicated if successful.

3-104* The Development and Evaluation of Three Demonstration Projects Using Management-Labor Committees to Improve the Quality of Working Life

MASSACHUSETTS QUALITY OF WORKING LIFE CENTER
BOSTON, MASS.

Michael Brower

Grant 21-24-77-11
Project still in progress

Descriptors: QUALITY OF EMPLOYMENT; WORKER PARTICIPATION IN MANAGEMENT; JOB SATISFACTION; LABOR-MANAGEMENT CONSORTIA; PRODUCTIVITY

Labor-management committees have been established at three sites with the dual goals of improving productivity and the quality of working life through increased worker involvement in workplace problems that fall outside the existing labor contract. Two sites are in the public sector and one is a private profitmaking organization. A limited evaluation of project achievements will be made after the intervention is terminated. A second objective is to provide a model State-level center that encourages and assists organizations to increase the quality of working life and productivity through behavioral science techniques and increase their awareness that, in many areas, management and labor can work cooperatively toward common objectives.

3-105 Effectiveness in Work Roles

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Grant 92-26-72-35
Project completed fiscal year 1978

JOB SATISFACTION: IS THERE A TREND?

Dr. Robert P. Quinn, Graham L. Staines, and Margaret R. McCullough
1974

Report Descriptors: WORK ATTITUDES; JOB SATISFACTION; QUALITY OF EMPLOYMENT; MEANING OF WORK; LITERATURE REVIEW

GPO MANPOWER RESEARCH MONOGRAPH NO. 30

VALIDATING QUALITY OF EMPLOYMENT INDICATORS- REPORT NO. 1

Cortlandt Cammann, Dr. Robert P. Quinn, Terry A. Beehr, and Nina Gupta
May 1975

Report Descriptors: SOCIAL INDICATORS; WORK ENVIRONMENT; WORK ATTITUDES; HEALTH AND SAFETY ATTITUDES; JOB SATISFACTION; QUALITY OF EMPLOYMENT; WORK INCENTIVES; PRODUCTIVITY; WORKING CONDITIONS; MEANING OF WORK

NTIS PB241907/AS

MEASURING WORKING CONDITIONS THROUGH STANDARDIZED ON-THE-JOB OBSERVATIONS- REPORT NO. 2

David A. Nadler and G. Douglas Jenkins, Jr.
May 1975

Report Descriptors: METHODOLOGY; WORKING CONDITIONS; QUALITY OF EMPLOYMENT; WORK ENVIRONMENT; PRODUCTIVITY; JOB ENRICHMENT

NTIS PB241908/AS

EFFECTIVENESS IN WORK ROLES: A LONGITUDINAL STUDY OF EMPLOYEE REACTIONS TO WORK ENVIRONMENT

Dr. Robert P. Quinn, Dr. Cortlandt Cammann, Dr. Nina Gupta, Dr. Terry A. Beehr, Dr. G. Douglas Jenkins, Jr., Dr. Graham L. Staines, and Dr. Stanley E. Seashore
September 1977

Report Descriptors: WORK ENVIRONMENT; WORK ROLES; WORK ATTITUDES; WORK INCENTIVES; PRODUCTIVITY; MEANING OF WORK; SOCIAL INDICATORS

NTIS PB280669/AS

EFFECTIVENESS IN WORK ROLES: METHODOLOGICAL APPENDICES

Dr. Robert P. Quinn, Dr. Cortlandt Cammann, Dr. Nina Gupta, Dr. Terry A. Beehr, Dr. G. Douglas Jenkins, Jr., Dr. Graham L. Staines, and Dr. Stanley E. Seashore
October 1977

Report Descriptors: WORK ENVIRONMENT; WORK ROLES; WORK ATTITUDES; WORK INCENTIVES; PRODUCTIVITY; MEANING OF WORK; SOCIAL INDICATORS

NTIS PB280670/AS

3-106 An Empirical Assessment of the Process and Outcomes of an Organizational Change Project Aimed at Improving the Quality of Work Life

STANFORD UNIVERSITY, GRADUATE SCHOOL OF BUSINESS
STANFORD, CALIF.

Grant 21-06-77-04
Project completed fiscal year 1978

Dr. Jerry I. Porras and Dr. Reuben H. Harris
November 1977

Report Descriptors: PRODUCTIVITY; QUALITY OF EMPLOYMENT; MANAGEMENT DEVELOPMENT; WORK ATTITUDES; TEAM BUILDING

3-107 Employment of Handicapped in State Civil Service

STATE OF WISCONSIN—DEPARTMENT OF ADMINISTRATION
MADISON, WIS.

Grant 21-55-74-30
Project completed fiscal year 1977

PROJECT SKILL

Saul Parker, Richard F. McAllister, and David Touch
June 1975

Report Descriptors: HANDICAPPED; RETARDED; STATE AND LOCAL GOVERNMENTS; FILMS

ETA AVAILABLE ON LOAN FOR 1 WEEK AT A TIME.
National Audiovisual Center

FIRST YEAR REPORT ON PROJECT SKILL: DEMONSTRATION PROJECT ON EMPLOYMENT OF HANDICAPPED PERSONS IN STATE CIVIL SERVICE POSITIONS

Carol Lobes
April 1975

Report Descriptors: EMPLOYER ATTITUDES; INSTITUTIONAL CHANGE; ON-THE-JOB TRAINING (OJT); SHELTERED WORKSHOPS; HIRING PRACTICES; CIVIL SERVICE SYSTEM; HANDICAPPED; RETARDED

NTIS PB241238/AS

EMPLOYMENT OF HANDICAPPED IN STATE CIVIL SERVICE

Carol Lobes
April 1976

Report Descriptors: EMPLOYER ATTITUDES; HANDICAPPED; INSTITUTIONAL CHANGE; CIVIL SERVICE SYSTEM; ON-THE-JOB TRAINING (OJT); WISCONSIN

PROJECT SKILL: STRATEGIES AND TECHNIQUES

August 1977

Report Descriptors: EMPLOYER ATTITUDES; INSTITUTIONAL CHANGE; ON-THE-JOB TRAINING (OJT); SHELTERED WORKSHOPS; HIRING PRACTICES; CIVIL SERVICE SYSTEM; HANDICAPPED; WISCONSIN

NTIS PB270528/AS
GPO R&D MONOGRAPH NO. 54

3-108* Feasibility Study for a Survey of the Employers of Undocumented Aliens

THE UNIVERSITY OF ILLINOIS
CHICAGO, ILL.

Dr. Barry Chiswick

Grant 21-17-79-08
Project still in progress

Descriptors: EMPLOYMENT PATTERNS; ALIENS; LABOR FORCE PARTICIPATION; LABOR DEMAND; HIRING PRACTICES; IMMIGRANTS

This project will attempt to find out whether employers will respond to questions about undocumented aliens they employ. To do so, the project staff will interview 30 Chicago-area employers of a random sample of undocumented aliens apprehended in the 3 months before the survey. In an effort to obtain a good response, the staff will use an indirect approach to getting information about these aliens. They will ask questions about such matters as employment practices in the occupations in which the aliens worked, turnover, efforts to fill vacancies, job applicants, hiring practices, and why undocumented aliens are hired.

The findings of the project will be important: If employers will answer questions about undocumented aliens, an employer survey should provide valuable information about the impact of these aliens on the American labor market.

3-109 Impact of Court Cases and Out-of-Court Settlements on Minority Employment

THE UNIVERSITY OF TEXAS
AUSTIN, TEX.

Grant 21-48-74-03
Project completed fiscal year 1977

***Ongoing project—final report not yet available.**

THE IMPACT OF LEGAL AND ADMINISTRATIVE REMEDIES TO OVERCOME DISCRIMINATION IN EMPLOYMENT

F. Ray Marshall, Charles Knapp, Malcolm Liggett, and Robert W. Glover
December 1976

Report Descriptors: COURT CASES; MINORITIES; DISCRIMINATION; SENIORITY SYSTEMS; HIRING PRACTICES; INDUSTRY PRACTICES

NTIS PB264927/AS

3-110 A LONGITUDINAL STUDY OF EMPLOYEE PARTICIPATION IN JOB STRUCTURING

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Grant 21-26-74-16
Project completed fiscal year 1978

THE QUALITY OF WORK LIFE APPROACH TO MANAGEMENT: AN ASSESSMENT OF ITS USE IN NEW PLANTS

Dr. Veronica F. Nieva, Dr. Dennis N. T. Perkins, and Dr. Edward E. Lawler III
1978

Report Descriptors: QUALITY OF EMPLOYMENT; JOB SATISFACTION; WORKER PARTICIPATION IN MANAGEMENT; PRODUCTIVITY

NTIS PB284351/AS

CAUSAL FORCES IN THE CREATION OF A NEW ORGANIZATION

Dr. Veronica F. Nieva, Dr. Dennis N. T. Perkins, and Dr. Edward E. Lawler III
1978

Report Descriptors: QUALITY OF EMPLOYMENT; JOB SATISFACTION; ORGANIZATIONAL DYNAMICS; LIFE SATISFACTION

NTIS PB279446/AS

IMPROVING THE QUALITY OF LIFE AT WORK: AN EVALUATION OF THE CENTERTON EXPERIENCE

VOL. 1

Dr. Veronica F. Nieva, Dr. Dennis N. T. Perkins, and Dr. Edward E. Lawler III
March 1978

Report Descriptors: QUALITY OF EMPLOYMENT, WORKER PARTICIPATION IN MANAGEMENT; WORK ATTITUDES; JOB SATISFACTION; PRODUCTIVITY

VOL. 2 APPENDICES
March 1978

NTIS PB284482/AS

3-111* A NATIONAL SURVEY OF EMPLOYER ATTITUDES AND PRACTICES TOWARD YOUTH

NATIONAL URBAN LEAGUE, INC.
WASHINGTON, D.C.

Dr. Robert Hill

Grant 28-11-79-03
Project still in progress

Descriptors: YOUTH; EMPLOYER PRACTICES AND POLICIES; EMPLOYER ATTITUDES; INDUSTRY PRACTICES

The objectives of this research project are to determine, in a systematic way, the preceptions of employers about hiring economically disadvantaged youth and to compare the findings with those of a similar survey reported in the Bureau of Labor Statistics Bulletin No. 1657, published in 1970. The grantee will use a mail questionnaire to survey a nationally representative sample of American employers on their attitudes, policies, and practices toward economically disadvantaged youth and conduct indepth interviews with the personnel officers of a nationally representative subsample of firms.

3-112* ON-SITE EVALUATION OF A QUALITY OF WORK IMPROVEMENT PROGRAM IN SAN DIEGO CITY GOVERNMENT

INSTITUTE OF SOCIAL RESEARCH, THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Stanley E. Seashore

Grant 21-26-77-37
Project still in progress

Descriptors: QUALITY OF EMPLOYMENT; PRODUCTIVITY; WORKER PARTICIPATION IN MANAGEMENT; LABOR-MANAGEMENT CONSORTIA; WORK INCENTIVES; JOB SATISFACTION

This experimental and demonstration study is one of a series examining productivity and quality-of-work outcomes of an organizational change strategy that uses several levels of interlocking labor-management committees to achieve greater involvement of the worker in workplace decisions. A third-party catalyst will assist in the formative stage of creating an ongoing and self-sustaining internal process for cooperatively identifying and analyzing problems that are limiting productivity and worker satisfaction or self-actualization.

The substance and method of the change intervention, chosen by the committees, will address such issues as work standards, compensation systems, training opportunities, work scheduling, job redesign, grievance procedures, improved technology, work methods, etc.

The project will take place in the solid waste and equipment divisions of the General Services Department of the city of San Diego. The consultant intervention will continue for about a year and outcomes measures will be taken during the subsequent 18-24 months at both the experimental and a comparison site. In addition, onsite observations will gain better insight into the processes associated with the intervention strategy and the use of labor management committees.

3-113* ORGANIZATIONAL SELECTION AND EMPLOYEES' CAREERS: THE EFFECTS OF AFFIRMATIVE ACTION AND DECLINING GROWTH ON AN INTERNAL LABOR MARKET

YALE UNIVERSITY
NEW HAVEN, CONN.

Dr. James Rosenbaum, Department of Sociology

Grant 21-39-76-14
Project still in progress

Descriptors: EMPLOYER PRACTICES AND POLICIES; CAREER PATTERNS; MINORITIES; WOMEN; INTERNAL LABOR MARKETS; AFFIRMATIVE ACTION PLANS

This study is examining the selection process at entry and the opportunity structure within an internal labor market. It is concentrating on both supply and demand in a comparison of human capital and vacancy chain analyses. The researcher is investigating the effects of education, skill training, affirmative action policies, and declining economic growth on selection, performance, and career advancement.

Personnel records of a large public utility are being analyzed for the period 1962-75.

3-114 PERMANENT PART-TIME EMPLOYMENT: AN EXPLORATORY ANALYSIS OF EMPLOYER-LEVEL ISSUES

GEORGETOWN UNIVERSITY
WASHINGTON, D.C.

Grant 21-11-75-16
Project completed fiscal year 1977

PERMANENT PART-TIME EMPLOYMENT: THE MANAGER'S PERSPECTIVE

Dr. Stanley D. Nollen, Brenda B. Eddy, and Virginia H. Martin
May 1977

Report Descriptors: PART-TIME EMPLOYMENT; WORKER UTILIZATION; EMPLOYER PRACTICES AND POLICIES; LABOR MARKET BEHAVIOR; LABOR DEMAND

NTIS PB268390/AS

PERMANENT PART-TIME EMPLOYMENT: AN INTERPRETIVE REVIEW
February 1976

NTIS PB268391/AS

3-115* REARRANGED WORK SCHEDULES IN THE PRIVATE SECTOR: PART A

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Dr. Nathalie Friedman and Dr. Theresa F. Rogers

Contract 20-36-77-04
Project still in progress

Descriptors: JOB SATISFACTION; WORK SCHEDULES; WORK ATTITUDES

The contractor is synthesizing and analyzing available literature on rearranged work schedules by means of a comprehensive survey. The contractor is also conducting comparative analytic case studies of five diverse types of firms in order to spell out in detail the dynamics and processes involved in the introduction of the compressed workweek and flexible workweek. This research is addressing such questions as the dynamics of the decision to depart from the traditional 5-day week, the process of implementing a rearranged work schedule, and an evaluation of the impact of the change both within the work setting and in the wider society.

It is expected that the successful accomplishment of these objectives will provide a more accurate and coherent knowledge base to guide decisions that are increasingly being made in this area by employers, unions, legislators, and others.

3-116 REARRANGED WORK SCHEDULES IN THE PRIVATE SECTOR: PART B

BOSTON COLLEGE
CHESTNUT HILL, MASS.

Dr. Ronald L. Nuttal

Contract 20-25-77-03
Project completed fiscal year 1979

Descriptors: JOB SATISFACTION; WORK SCHEDULES; WORK ATTITUDES

This project investigated management and employee reactions to rearranged work schedules at two Massachusetts firms, a small nonurban abrasives manufacturing plant and a large insurance company located in a downtown setting. It reports that both management and employees supported the rearranged work schedules, although the rearrangement was more beneficial to the factory workers than to the largely professional employees of the insurance company. The researchers' explanation is that the worklives of professionals are more satisfying and permit more flexibility. Hence they found a regular 5-day schedule less onerous than do factory workers. The study report includes an extensive literature review and bibliography.

REARRANGED WORK SCHEDULES IN THE PRIVATE SECTOR: FINAL REPORT

Ronald L. Nuttall and Helen Madfis
July 1979

*Ongoing project—final report not yet available.

Report Descriptors: JOB SATISFACTION; WORK SCHEDULES; WORK ATTITUDES; MASSACHUSETTS

NTIS PB300649/AS

3-117 REARRANGED WORK SCHEDULES OF HANDICAPPED EMPLOYEES IN THE PRIVATE SECTOR

REHAB GROUP, INC.
ARLINGTON, VA.

Contract 20-51-77-37
Project completed fiscal year 1978

Ruth Sablowsky
June 1978

Report Descriptors: WORK SCHEDULES; HANDICAPPED; VIRGINIA

NTIS PB289685/AS

3-118* REFERENCE SOURCE ON WORK SHARING IN THE UNITED STATES

NATIONAL COUNCIL FOR ALTERNATIVE WORK PATTERNS, INC.
WASHINGTON, D.C.

Maureen McCarthy

Grant 21-11-79-17
Project still in progress

Descriptors: WORK SCHEDULES; JOB RESTRUCTURING; QUALITY OF EMPLOYMENT; EMPLOYER PRACTICES AND POLICIES; PRODUCTIVITY

This project will provide selected case studies of different types of work-sharing programs, including short-time compensation, phased retirement, job sharing, sabbaticals for community service and leisure, and reduced hours' programs.

A survey questionnaire will be sent to the approximately 300 public and private employers identified as having developed work-sharing programs. The questionnaire will be designed to elicit information on the organization itself, the type of work-sharing program in effect, and the availability of information on planning, implementation, and evaluation of the program. The survey data will be used to develop a typology of work-sharing approaches and to identify specific firms that will be selected for case studies.

Employers (including top managers and supervisors), union representatives, policymakers, employees, and community leaders will be interviewed for the case studies. Issues to be explored in the interviews are impetus for the programs, analysis of the decisionmaking processes that led to the program's adoption, program objectives and goals, program research and evaluation, how operational problems were confronted and resolved, implications of the program for labor-management relations and collective-bargaining agreements, effects on productivity and how those effects were measured, recommended changes or modifications, and further research and evaluation needs.

The case study report will provide information helpful to better understanding of the different forms work-sharing programs are taking, the reasons for utilizing different programs, and the practical implications of work-sharing programs.

3-119* A STUDY OF WOMEN IN NONTRADITIONAL BLUE-COLLAR JOBS

WELLESLEY COLLEGE
WELLESLEY, MASS.

Brigid O'Farrell

Grant 21-25-78-21
Project still in progress

Descriptors: WOMEN; BLUE-COLLAR WORKERS; UPGRADING; WORK ATTITUDES; EMPLOYMENT OPPORTUNITIES; DISCRIMINATION

This study will explore women's interest in nontraditional blue-collar jobs and the barriers that limit their mobility. It will examine the relationship between women's traditional and nontraditional job choices and two barriers to selecting nontraditional work: (1) The perception that many of the jobs newly open to women are not desirable jobs for men or women and (2) the perceived lack of support for movement to these jobs. The researcher will study the relationship between these barriers and social, psychological, and demographic variables such as traditional attitudes, age, and family status.

The researcher will use a case study approach, combining intensive interview and small-scale survey techniques. She will collect the data from records and interviews of 60 persons in a company offering a wide variety of blue-collar and clerical jobs.

3-120* SUBSTANDARD WORKING CONDITIONS AND UNDOCUMENTED LABOR IN THE NEW YORK CITY GARMENT INDUSTRY

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Dr. Michael Piore

Grant 21-25-79-18
Project still in progress

Descriptors: IMMIGRANTS; EMPLOYMENT PATTERNS; ALIENS; LABOR DEMAND; INDUSTRY PRACTICES; HIRING PRACTICES; NEW YORK, NEW YORK

This project will: (1) Identify the major factors responsible for the revival of employment in sweatshops and homework in in the New York City garment industry; (2) assess the connection between the expansion of extra-legal work in the garment industry and undocumented immigration; (3) specify the technical, labor market, and other variables that determine the viability of the extra-legal work and try to estimate relative costs of different forms of work organization and the relationship between costs and other variables; and (4) assess various Government policies to reduce extra-legal work, such as training policies and enforcement of fair labor standards.

The researchers will interview key persons in management, the union, and Government regulatory agencies and examine help wanted advertising, complaints to Government agencies, and estimates of extra-legal work. The comparison of alternative forms of work organization will be based on engineering designs and estimates of cost from union and management data.

3-121 Survey of Training in Industry

BUREAU OF LABOR STATISTICS
WASHINGTON, D.C.

Contract 20-11-74-16 (formerly 81-09-70-19)
Project completed fiscal year 1977

OCCUPATIONAL TRAINING IN SELECTED METALWORKING INDUSTRIES, 1974
1977

Report Descriptors: UPGRADING; ON-THE-JOB TRAINING (OJT); TRAINING PRACTICES; PRIVATE INDUSTRY; METALWORKING INDUSTRIES
ETA R&D MONOGRAPH NO. 53
Available from the Bureau of Labor Statistics, Publications Office, U.S. Department of Labor

3D. WORKER ATTITUDES

3-122 Exploratory Research on National Worktime Preferences

NATIONAL COMMISSION FOR EMPLOYMENT POLICY
WASHINGTON, D.C.

Dr. Fred Best

Contract 20-11-78-36
Project completed fiscal year 1979

Descriptors: ATTITUDES; WORK SCHEDULES; PILOT STUDY; LABOR FORCE BEHAVIOR

This project was an exploratory national survey to assess the extent to which workers would like to exchange earnings for reduced working hours. It examined preferences for the scheduling of the reduced hours and the characteristics of workers with different preferences.

Major findings were that: (1) A majority of American workers stated a willingness to exchange most of a ten percent gain in earnings for some type of free time; (2) a solid majority would exchange two percent of current earnings for some type of free time; (3) scheduling of free time is a major determinant of workers' willingness to exchange income for time—longer vacations and sabbaticals being most often preferred; and (4) group differences in income/free time tradeoffs were not dramatic—all groups expressed substantial interest in more free time.

EXCHANGING EARNINGS FOR LEISURE: FINDINGS OF AN EXPLORATORY NATIONAL SURVEY ON WORKTIME PREFERENCES
January 1979
ETA

3-123* The Influence of Variable Work Schedules on Worker Responses Related to Their Jobs

THE UNIVERSITY OF CALIFORNIA INSTITUTE OF BUSINESS AND ECONOMIC RESEARCH
BERKELEY, CALIF.

Dr. Karlene H. Roberts

Grant 21-06-78-17
Project still in progress

Descriptors: MOONLIGHTING; PART-TIME EMPLOYMENT; ABSENTEEISM; JOB SATISFACTION; WORK SCHEDULES; JOB PERFORMANCE

This study will examine the differences between part- and full-time workers in the same occupations. It will compare the two groups on such factors as demographics, reasons for working, recalled job search behavior, work values, job satisfaction, absenteeism, tardiness, and productivity. In addition, it will look into the relationship between hours of work and job responses, the context of the characteristics of the individuals, work group, organization, and external environment.

The researchers have access to data collected from 2,000 employees representing a diversity of occupations in the service, retailing, and distributive industries. From this group they will randomly select a sample of 900 full timers and 900 part timers.

3-124 Work Attitudes and Labor Market Experience: A Longitudinal Study of Four Sex-Age Cohorts

TEMPLE UNIVERSITY
PHILADELPHIA, PA.

Grant 21-42-75-06
Project completed fiscal year 1977

WORK ATTITUDES AND LABOR MARKET EXPERIENCE: EVIDENCE FROM THE NATIONAL LONGITUDINAL SURVEYS

Paul J. Andrisani, Eileen Appelbaum, Ross Koppel, and Robert C. Miljus
May 1977

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; WORK ATTITUDES; JOB SATISFACTION; WORK ETHIC; MOTIVATION; MEANING OF WORK

NTIS PB270388/AS
ETA R&D MONOGRAPH NO. 60
Praeger Publishers, Inc., New York, N.Y.

***Ongoing project—final report not yet available.**

4. ECONOMIC AND SOCIAL POLICIES

4-001* An Analysis of the Earnings, Employment, and Impact of Immigrants to the United States

THE UNIVERSITY OF ILLINOIS
URBANA, ILL.

Dr. Barry R. Chiswick

Grant 21-06-78-20
Project still in progress

Descriptors: IMMIGRATION; ALIENS; EARNINGS; LABOR FORCE PARTICIPATION; WOMEN; MINORITIES

The researcher will analyze the earnings, employment, and labor force participation rates of foreign-born residents and their native-born children. Separate analyses will be conducted for men and women and for various ethnic groups, including non-Spanish whites, Mexicans, Cubans, blacks, and Asians. The study will examine the effects of education, age, place of residence (e.g., urban-rural), number of years in the United States, country of origin, and native language.

The researcher also will estimate the impact of immigration on the aggregate national income of the United States and on the distribution of this income. The primary data source for the project is the 1970 Census of Population Public Use Sample.

4-002* The Border Industrialization Program: Its Role as a Pull Factor in Illegal Immigration

THE UNIVERSITY OF ARIZONA
TUCSON, ARIZ.

Dr. Edward J. Williams and Dr. Mitchell A. Seligson

Grant 21-04-78-29
Project still in progress

Descriptors: IMMIGRATION; ALIENS; UNEMPLOYMENT; RIO GRANDE VALLEY; MANUFACTURING; LABOR DEMAND

This study will examine the impact of the Border Industrialization Program (BIP) on illegal immigration to the United States. It will investigate such hypotheses as: (1) The BIP has led to a burgeoning population and increased unemployment in Mexican border cities, thereby increasing the potential for illegal entry to the United States and (2) employment in the BIP plants gives the workers opportunities for socialization, temporary livelihood, and contact with alien smuggling rings that may encourage them to attempt illegal immigration. The researchers will also investigate the potential of BIP operations located in the interior of Mexico for diverting persons considering illegal immigration from the border regions.

The primary source of data for the study will be interviews with employees in BIP plants. Questions will deal, for example, with migration, workers' demographic characteristics, firing practices within the plants, and attitudes of workers toward accepting work in nonborder BIP operations.

4-003* Coal Mine Labor Productivity

OAK RIDGE ASSOCIATED UNIVERSITIES
OAK RIDGE, TENN.

Joe G. Baker

Contract 20-47-79-07
Project still in progress

Descriptors: PRODUCTIVITY; ECONOMIC ANALYSIS AND ECONOMETRICS; MINING; WORK ENVIRONMENT; LABOR DEMAND

This study is analyzing the determinants of changes in labor productivity in coal mining, with the objective of weighing the relative importance of different factors associated with the decline in productivity in the industry. In addition to measuring differences in productivity among mines, the researcher is inferring longitudinal changes from the cross sectional results and the historical behavior of the industry. The project is using establishment-level data for 1973-75 on a tape obtained from the Department of Energy's Office of Energy Data and Interpretation. These data are being supplemented by information from several other sources.

The research results are expected to help clarify the causes of productivity decline. Once the major causes of the decline are known, government and industry can take a selective approach to research and development programs.

4-004 A Conference on "Manpower Goals for American Democracy"

NATIONAL COMMISSION FOR EMPLOYMENT POLICY
WASHINGTON, D.C.

Agreement 20-11-76-15
Project completed fiscal year 1977

MANPOWER GOALS FOR DEMOCRACY

The American Assembly
1976

Report Descriptors: CONFERENCES; NATIONAL EMPLOYMENT AND TRAINING POLICY; NATIONAL COMMISSION FOR EMPLOYMENT POLICY; ECONOMIC POLICY; JOB OPPORTUNITIES

Available from The American Assembly, Graduate School of Business, Columbia University

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***Ongoing project—final report not yet available.**

4-005* CONFERENCE ON THE STATUS OF EMPLOYMENT, UNEMPLOYMENT AND UNDEREMPLOYMENT OF THE ASIAN/PACIFIC AMERICANS

RUTGERS UNIVERSITY
NEW BRUNSWICK, N.J.

Dr. Manoranjan Dutta

Grant 21-34-78-42
Project still in progress

Descriptors: CONFERENCES; ASIAN/PACIFIC AMERICANS; LABOR MARKET BEHAVIOR; CAREER PATTERNS; UNEMPLOYMENT; UNDEREMPLOYMENT

This project consisted of a workshop that brought together ethnic scholars representing Japanese, Chinese, Filipinos, Koreans, Vietnamese, and Asian Indians to consider the employment problems of these groups in America. Participants identified a variety of factors that could cause or prolong unemployment and underemployment among the Pacific American population. Among the factors cited as contributing to the population's employment-related problems are language and culture barriers; lack of adequate job search skills; employer discrimination; lack of work experience, education, and/or training acquired in America; delayed or blocked career advancement; and limited access to financial and managerial resources.

Participants cited underemployment as the most important problem of this minority, which has high levels of education, but low earnings and a disproportionate number of workers in low-skilled jobs.

According to the conference findings, current reporting methods and population statistics on the Asian groups underestimate their size and the seriousness of their employment problems. Conference findings suggest a search for new data bases, providing more detailed information on the Asian/Pacific American groups, particularly new immigrants, to develop a more accurate employment profile of this minority.

The final report on this project will be available in January 1980.

4-006* COOPERATIVE ACTION TO IMPROVE OCCUPATIONAL REGULATION

EDUCATIONAL TESTING SERVICE
PRINCETON, N.J.

Benjamin Shimberg

Contract 21-34-76-10
Project still in progress

Descriptors: OCCUPATIONAL LICENSING; HANDBOOKS; STATE AND LOCAL GOVERNMENTS; LAWS, LEGISLATION; ADMINISTRATION OF LAWS; INSTRUCTIONAL MATERIALS

This demonstration project is developing, disseminating, and promoting legislative and administrative guides as well as a consumer action handbook to assist State officials and public interest groups in improving regulatory practices in their States. The project will provide model administrative procedures, suggested legislation, and case studies of exemplary State reform efforts for use by State policymakers. These statutory and procedural guides, if adopted by the States, would result in more job-relevant entry requirements, more objective and equitable licensing board practices, and more valid competency measures.

Recognized authorities, State agency personnel, and associations of State government agencies, as well as regulatory officials representing the handbook users, will contribute to the manual. Supplements to the handbook include training materials for public members of licensing boards, guides for drafting regulatory legislation and board regulations, and procedures to insure due process during disciplinary proceedings.

Presentations are planned for regional meetings of State government associations to introduce the research products to State policymakers. Ongoing reform efforts will be highlighted to show other States how to institutionalize recommended procedures.

OCCUPATIONAL LICENSING: QUESTIONS A LEGISLATOR SHOULD ASK

Dr. Benjamin Shimberg, Educational Testing Service and Doug Roederer, Council of State Governments
May 1978

Report Descriptors: OCCUPATIONAL LICENSING; STATE AND LOCAL GOVERNMENTS; QUESTIONNAIRE; LAWS, LEGISLATION

NTIS PB285547/AS
Available from: Council of State Governments, Iron Works Pike, Lexington, Ky. ($3).

RULEMAKING MANUAL FOR OCCUPATIONAL LICENSING BOARDS

1978
ETA

DISCIPLINARY ACTION MANUAL FOR OCCUPATIONAL LICENSING BOARDS

1978

Report Descriptors: OCCUPATIONAL LICENSING; LAWS, LEGISLATION; INSTRUCTIONAL MATERIALS; REGULATORY BOARD PROCEDURES; STATE AND LOCAL GOVERNMENTS; HANDBOOKS
ETA
GPO
Available from: Committee on the Office of Attorney General, 3901 Barrett Drive, Raleigh, N.C. 27609

4-007* THE ECONOMIC IMPACT IN GUAM OF THE U.S. DEPARTMENT OF LABOR'S ADVERSE WAGE REGULATION

CENTER FOR APPLIED RESEARCH
BERKELEY, CALIF.

Dr. Curtis C. Aller

Contract 20-06-78-41
Project still in progress

Descriptors: LABOR FORCE; EARNINGS; LABOR PRODUCTIVITY; LOW-WAGE INDUSTRIES; EMPLOYER ATTITUDES; FRINGE BENEFITS; GUAM

The purpose of this project is to study the effect of a phased-in series of increasing adverse wage rates for imported construction labor in Guam. The project will survey the wages in two occupations not included in the Bureau of Labor Statistics regular area wage surveys of Guam and investigate working arrangements in the construction industry. The researchers will also analyze the indirect effects of the increased adverse wage rates on construction costs; the economy as a whole, including business and consumer expenditures; and Guam's price structure, labor force, and employment opportunities.

4-008* EMPLOYMENT GROWTH IN MIDDLE-SIZE CITIES

CONSERVATION OF HUMAN RESOURCES,
COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Dr. Eli Ginzberg and Dr. Thomas M. Stanback,

Grant 21-36-78-33
Project still in progress

Descriptors: INDUSTRY PRACTICES; METROPOLITAN AREAS; JOB STRUCTURE; NORTH CAROLINA, CHARLOTTE; OHIO, COLUMBUS; COLORADO, DENVER; TENNESSEE, NASHVILLE; ARIZONA, PHOENIX

This research will assess the extent to which changes in the industrial structure and locations of metropolitan economies are changing the job opportunities of different groups.

The researchers will investigate five SMSA's—Charlotte, Columbus, Ohio, Denver, Nashville, and Phoenix—all of which are growing faster than the national rate. They will examine the reasons for this growth and try to determine its effect on employment characteristics. For purposes of comparison, they will also examine statistics on a number of other medium-sized metropolitan areas.

The contractor will use several data sources to identify patterns associated with job increases and decreases in a metropolitan area. These sources include the social security Work History Sample, *Employment and Earnings,* Bureau of the Census Enterprise Statistics, Census of Manufactures, Dun and Bradstreet tapes, and interviews with public, corporate, and union leaders.

This report is expected to help employment and training planners and administrators understand the causes of trends within middle-sized cities that contribute to economic growth or decline. by doing so, it should assist them in developing appropriate policies to obtain the greatest possible benefit from the funds available for job creation and training programs.

4-009 INCOME INEQUALITY AND EMPLOYMENT

THE UNIVERSITY OF ALABAMA
UNIVERSITY, ALA.

Grant 21-01-77-14
Project completed fiscal year 1978

Dr. Mary Fish
May 1978

Report Descriptors: POVERTY; INCOME; FAMILIES; WELFARE RECIPIENTS; EMPLOYMENT AND TRAINING POLICY; STATE-OF-THE-ART PAPERS

NTIS PB282995/AS
ETA R&D MONOGRAPH NO. 66

4-010 THE MANPOWER IMPACT OF GOVERNMENT PROGRAMS AND POLICIES

BUREAU OF LABOR STATISTICS
WASHINGTON, D.C.

Ronald E. Kutscher, Division of Economic Growth

Grant 81-11-72-16 (formerly 81-11-71-11)
Project completed fiscal year 1979

Descriptors: GOVERNMENT PROGRAM IMPACT; IMPACT OF EMPLOYMENT AND TRAINING POLICIES; LABOR DEMAND; LABOR SUPPLY; LABOR SUPPLY PROJECTIONS

This study developed a system for measuring the manpower consequences of proposed changes in major Federal programs and policies. The study delineated industry and occupations to identify potential problem areas. A conversion fact book was developed to measure the impact of specific government programs in both public and private sectors of the economy. The fact book provides the basis for converting expenditures for various types of programs into employment requirements.

The project utilized the input-output and industry-occupation matrices to develop total employment and occupational requirements by industry associated with government expenditures. These data are incorporated in several program studies, as well as in instructions in the conversion handbook. In addition, approaches for determining the supply of and demand for labor in a major program were investigated.

MANPOWER IMPACT OF FEDERAL GOVERNMENT PROGRAMS: SELECTED GRANTS-IN-AID TO STATE AND LOCAL GOVERNMENTS
October 1973

Report Descriptors: GOVERNMENT PROGRAM IMPACT; IMPACT OF EMPLOYMENT AND TRAINING POLICIES; LABOR DEMAND; LABOR SUPPLY; LABOR SUPPLY PROJECTIONS; STATE AND LOCAL GOVERNMENTS
GPO BLS REPORT 424
Available from BLS Regional Offices.

EXPENDITURES AND MANPOWER REQUIREMENTS FOR SELECTED FEDERAL PROGRAMS
1975

NTIS PB258662/AS
GPO NO. 029-001-01386-8
Available from BLS Regional Offices

*Ongoing project—final report not yet available.

FACTBOOK FOR ESTIMATING THE MANPOWER NEEDS OF FEDERAL PROGRAMS

1975

NTIS PB260847/AS
GPO NO. 029-001-01386-8
Available from BLS Regional Offices.

4-011* Manpower Research and the Formation of Manpower Policy

NATIONAL COUNCIL ON EMPLOYMENT POLICY
WASHINGTON, D.C.

Dr. Sar A. Levitan

Contract 81-11-71-09 (formerly Contract 81-09-66-31)
Project still in progress

Descriptors: NATIONAL EMPLOYMENT AND TRAINING POLICY; IMPACT OF EMPLOYMENT AND TRAINING POLICIES; EFFECTIVENESS OF PROGRAM; PLANNING, RESEARCH, AND DEVELOPMENT

The National Council on Employment Policy (formerly the National Manpower Policy Task Force) works closely with government and the research community in reviewing current employment and training developments and assessing them in relation to the need for new policies, programs, and research.

The Council, a group of independent manpower experts, meets four times a year. It prepares policy statements on specific issues, funds research monographs, organizes program and project evaluations, administers an annual conference for recipients of dissertation grants, and reviews the completed dissertations.

In periodic seminars, the Council brings together researchers and policymakers to discuss topics of current interest. Recent seminars have considered such issues as welfare reform, planning in decentralized, decategorized employment and training systems, the role of the employment service, the role of the schools in job-related programs for youth, and youth in private sector jobs. In September 1978, the Council sponsored a conference for Department of Labor doctoral dissertation grant recipients that focused on uses of academic research in public policymaking. In December 1978, the Council cohosted with the Department of Labor an international conference on program evaluation methods. In March and June 1979, the Council presented seminars focusing on issues of education and work for young adults.

THE COMPREHENSIVE EMPLOYMENT AND TRAINING ACT: OPPORTUNITIES AND CHALLENGES

April 1974

Report Descriptors: EMPLOYMENT AND TRAINING LEGISLATION; NATIONAL COUNCIL ON EMPLOYMENT POLICY; EFFECTIVENESS OF PROGRAMS; NATIONAL EMPLOYMENT AND TRAINING POLICY; UNEMPLOYMENT; DISADVANTAGED
Available from National Council on Employment Policy, 1819 H St., N.W., Suite 660, Washington, D.C. 20006.

EMERGENCY EMPLOYMENT ACT: THE PEP GENERATION

Dr. Sar A. Levitan and Dr. Robert Taggart III, Editors
1974

Report Descriptors: PUBLIC EMPLOYMENT PROGRAMS; EMERGENCY EMPLOYMENT ACT (1971); EFFECTIVENESS OF PROGRAMS; NATIONAL COUNCIL ON EMPLOYMENT POLICY; STATE AND LOCAL GOVERNMENTS; INDIANS
Available from Olympus Publishing Company, 937 East Ninth, South, Salt Lake City, Utah 84105.

ADAPTING LABOR MARKET STATISTICS TO POLICY NEEDS

January 1974

Report Descriptors: LABOR FORCE PARTICIPATION; INCOME; NATIONAL COUNCIL ON EMPLOYMENT POLICY; INFORMATION SYSTEMS; NATIONAL PROGRAMS
Available from National Council on Employment Policy, 1819 H St., N.W., Suite 660, Washington, D.C. 20006.

FINAL REPORT: CONFERENCE ON PUERTO RICAN MIGRATION AND MIGRANTS

June 1973

Report Descriptors: CONFERENCES; PUERTO RICANS; MIGRANTS; MIGRATION
Available from National Council on Employment Policy, 1819 H St., N.W., Suite 660, Washington, D.C. 20006.

REPORT ON THE 1973 NEW MANPOWER RESEARCHERS CONFERENCE

Dr. Robert Taggart III
September 1973

Report Descriptors: CONFERENCES; PLANNING, RESEARCH, AND DEVELOPMENT; DOCTORAL DISSERTATION GRANTS
Available from National Council on Employment Policy, 1819 H St., N.W., Suite 660, Washington, D.C. 20006.

RURAL WORKERS IN RURAL LABOR MARKETS

Dr. F. Ray Marshall
1974

Report Descriptors: RURAL AREAS; EMPLOYMENT PATTERNS; FARMWORKERS; LABOR MARKET BEHAVIOR
Available from Olympus Publishing Co., 937 East Ninth, South, Salt Lake City, Utah 84105.

EMPLOYMENT AND EARNINGS INADEQUACY: A NEW SOCIAL INDICATOR

Dr. Sar A. Levitan and Dr. Robert Taggart III
August 1974

Report Descriptors: DATA SOURCES AND USE; LABOR MARKET INFORMATION; NATIONAL COUNCIL ON EMPLOYMENT POLICY; EMPLOYMENT POLICY; SOCIAL INDICATORS
Policy Studies in Employment and Welfare No. 19, The Johns Hopkins University Press, Baltimore, Md. 21218

MANPOWER PLANNING FOR LOCAL LABOR MARKETS

Dr. Garth L. Mangum and David Snedeker
1975

Report Descriptors: COMPREHENSIVE EMPLOYMENT AND TRAINING PLANNING; PLANNING, RESEARCH, AND DEVELOPMENT; LABOR MARKET INFORMATION
Available from Olympus Publishing Company, 937 East Ninth, South, Salt Lake City, Utah 84105

SEX, AGE, AND WORK

Dr. Juanita Kreps and Robert Clark
1975

Report Descriptors: LABOR FORCE BEHAVIOR; LABOR FORCE PARTICIPATION; SECOND CAREERS; LABOR SUPPLY; WOMEN; AGE DIFFERENCES
Available from The Johns Hopkins University Press, Baltimore, Md. 21218.

TOWARD A COMPREHENSIVE HUMAN RESOURCES POLICY

Frederick H. Harbison
June 1976

Report Descriptors: ECONOMIC POLICY; NATIONAL EMPLOYMENT AND TRAINING POLICY; HUMAN RESOURCE DEVELOPMENT POLICY
Available from National Council on Employment Policy, 1819 H Street, N.W., Suite 660, Washington, D.C. 20006.

HOW MUCH UNEMPLOYMENT DO WE NEED?
February 1976

Report Descriptors: NATIONAL EMPLOYMENT AND TRAINING POLICY; PUBLIC EMPLOYMENT PROGRAMS; UNEMPLOYMENT; UNEMPLOYMENT INSURANCE; UNEMPLOYMENT/INFLATION TRADEOFF; ECONOMIC POLICY
Available from National Council on Employment Policy, 1819 H Street, N.W., Suite 660, Washington, D.C. 20006.

THE BEST WAY TO REDUCE UNEMPLOYMENT IS TO CREATE MORE JOBS
July 1975

Report Descriptors: EMPLOYMENT AND TRAINING LEGISLATION; NATIONAL EMPLOYMENT AND TRAINING POLICY; FISCAL POLICY; PUBLIC EMPLOYMENT PROGRAMS; UNEMPLOYMENT/INFLATION TRADEOFF
Available from National Council on Employment Policy, 1819 H Street, N.W., Suite 660, Washington, D.C. 20006.

LABOR ISSUES OF AMERICAN INTERNATIONAL TRADE AND INVESTMENT

Dr. Daniel Mitchell
1975

Report Descriptors: TRADE EXPANSION ACT; EMPLOYMENT TERMINATION; RETRAINING; FOREIGN TRADE AND INVESTMENTS
Available from The Johns Hopkins University Press, Baltimore, Md. 21218.

ILLEGAL ALIENS: AN ASSESSMENT OF THE ISSUES
October 1976

Report Descriptors: NATIONAL EMPLOYMENT AND TRAINING POLICY; IMMIGRANTS; NATIONAL COUNCIL ON EMPLOYMENT POLICY; CONFERENCES; ALIENS
Available from The National Council on Employment Policy, 1819 H Street, N.W., Suite 660, Washington, D.C. 20006.

THE IMPACT OF EMPLOYMENT AND TRAINING PROGRAMS
November 1976

Report Descriptors: NATIONAL EMPLOYMENT AND TRAINING POLICY; EMPLOYMENT AND TRAINING PROGRAM SERVICES AND TECHNIQUES; COST EFFECTIVENESS; EMPLOYMENT; LABOR MARKET INFORMATION; NATIONAL COUNCIL ON EMPLOYMENT POLICY
Available from The National Council on Employment Policy, 1819 H Street, N.W., Suite 660, Washington, D.C. 20006.

REVIVING THE RECOVERY BY DIRECT JOB CREATION
December 1976

Report Descriptors: NATIONAL EMPLOYMENT AND TRAINING POLICY; JOB CREATION; PUBLIC EMPLOYMENT PROGRAMS; TAXES; TRAINING ASSESSMENT
Available from The National Council on Employment Policy. 1819 H Street, N.W., Suite 660, Washington, D.C. 20006.

THE CHICANO WORKER

Vernon Briggs, Walter Fogel, and Frederick Schmidt
April 1977

Report Descriptors: MEXICAN AMERICANS; DISCRIMINATION; EMPLOYMENT OPPORTUNITIES; LOW-WAGE JOBS; POVERTY; PERSONS OF LIMITED ENGLISH-SPEAKING ABILITY; NATIONAL COUNCIL ON EMPLOYMENT POLICY; SOUTHWESTERN STATES
Available from University of Texas Press, P.O. Box 7819, Austin, Texas 78712.

JOBLESS PAY AND THE ECONOMY

Daniel S. Hamermesh
1977

Report Descriptors: UNEMPLOYMENT INSURANCE; EMPLOYER PLANNING; EMPLOYMENT TERMINATION; INCOME MAINTENANCE; TAXES; NATIONAL COUNCIL ON EMPLOYMENT POLICY
Available from The Johns Hopkins University Press, Baltimore, Md. 21218.

JOBS FOR THE DISABLED

Dr. Sar A. Levitan and Robert Taggert, III
1977

Report Descriptors: SHELTERED WORKSHOPS; VOCATIONAL REHABILITATION; HANDICAPPED; VETERANS; NATIONAL COUNCIL ON EMPLOYMENT POLICY
Available from The Johns Hopkins University Press, Baltimore, Md. 21218.

***Ongoing project—final report not yet available.**

JOB DEVELOPMENT AND PLACEMENT: CETA PROGRAM MODELS

Miriam Johnson and Marged Sugarman
April 1978

Report Descriptors: CETA PROGRAMS; JOB DEVELOPMENT; JOB PLACEMENT; PROGRAM SERVICES AND TECHNIQUES; STAFF TRAINING; QUALITY OF EMPLOYMENT; HANDBOOKS
ETA

PUBLIC SERVICE EMPLOYMENT: CETA PROGRAM MODELS

Ray E. Corpuz, Jr.
1978

Report Descriptors: CETA PROGRAMS; PUBLIC SERVICE EMPLOYMENT; CETA SERVICES AND PLANNING; EMPLOYMENT AND TRAINING PROGRAM SERVICES AND TECHNIQUES; STAFF TRAINING; HANDBOOKS
ETA

WORK EXPERIENCE PERSPECTIVES: CETA PROGRAM MODELS

Marion Pines and James Morlock
1978

Report Descriptors: CETA PROGRAMS; WORK-EXPERIENCE PROGRAMS; PROGRAM SERVICES AND TECHNIQUES; STAFF TRAINING; CETA SERVICES AND PLANNING; HANDBOOKS
ETA

SUPPORTIVE SERVICES: CETA PROGRAM MODELS

Susan Turner and Carolyn Conradus
August 1978

Report Descriptors: CETA PROGRAMS; PROGRAM SERVICES AND TECHNIQUES; STAFF TRAINING; CETA SERVICES AND PLANNING; HANDBOOKS
ETA

INTAKE AND ASSESSMENT: CETA PROGRAM MODELS

Lee Bruno
September 1978

Report Descriptors: CETA PROGRAMS; ASSESSMENT OF APPLICANTS AND TRAINEES; PROGRAM SERVICES AND TECHNIQUES; STAFF TRAINING; CETA SERVICES AND PLANNING
ETA

ON-THE-JOB TRAINING: CETA PROGRAM MODELS

James Bromley and Larry Wardle
February 1978

Report Descriptors: CETA PROGRAMS; PROGRAM SERVICES AND TECHNIQUES; STAFF TRAINING; ON-THE-JOB TRAINING (OJT); JOB DEVELOPMENT; HANDBOOKS
ETA

CLASSROOM TRAINING—THE OIC APPROACH: CETA PROGRAM MODELS

Calvin Pressley and James McGraw
1978

Report Descriptors: CETA PROGRAMS; OPPORTUNITIES INDUSTRIALIZATION CENTERS; PROGRAM SERVICES AND TECHNIQUES; STAFF TRAINING; HANDBOOKS
ETA

THE LOCAL FOCUS ON YOUTH

March 1979

Report Descriptors: YOUTH; EMPLOYMENT; PRIME SPONSORS (CETA); TRAINING

NTIS PB294748/AS

THE UNFOLDING YOUTH INITIATIVES

August 1978

NTIS PB289402/AS

INITIAL YOUTH EMPLOYMENT AND DEMONSTRATION PROJECTS ACT (YEDPA); EXPERIENCE AT THE LOCAL LEVEL

February 1978

NTIS PB280106/AS

CAN WE AFFORD EARLY RETIREMENT?

Frank Kleiler
1978

Report Descriptors: RETIREMENT; PENSIONS; SOCIAL SECURITY
Available from The John Hopkins University Press, Baltimore, Md.

BIRDS OF PASSAGE AND PROMISED LANDS: LONG DISTANCE MIGRANTS AND INDUSTRIALIZED SOCIETIES

Dr. Michael Piore
1979

Report Descriptors: IMMIGRANTS; SECONDARY LABOR FORCE
Available from Massachusetts Institute of Technology Press, Boston, Mass.

EXPANDING EMPLOYMENT OPPORTUNITIES FOR THE HANDICAPPED

July 1977

Report Descriptors: HANDICAPPED; VOCATIONAL REHABILITATION
Available from National Council on Employment Policy, 2000 K St. N.W., Rm. 454, Washington, D.C. 20006.

THE CASE FOR CETA REAUTHORIZATION: CONTINUED DECENTRALIZATION AND DECATEGORIZATION

January 1978

Report Descriptors: NATIONAL EMPLOYMENT AND TRAINING POLICY; TRAINING; PUBLIC SERVICE EMPLOYMENT; PRIVATE INDUSTRY; COMMUNITY-BASED ORGANIZATIONS
Available from National Council on Employment Policy, 2000 K St. N.W., Rm. 454, Washington, D.C. 20006

JOB CREATION: WHAT WORKS?

Robert Taggart, III
1979

Report Descriptors: PUBLIC SERVICE EMPLOYMENT; UNEMPLOYMENT; TAXES; INCOME MAINTENANCE; WAGE SUBSIDIES
Available from Olympus Publishing Co., 937 E. Ninth St., South, Salt Lake City, Utah

WAGNER-PEYSER: TIME FOR A CHANGE?

June 1979

Report Descriptors: PUBLIC EMPLOYMENT SERVICE; LABOR MARKET INFORMATION; JOB MATCHING; WAGNER-PEYSER ACT
Available from National Council on Employment Policy, 2000 K St. N.W., Rm. 454, Washington, D.C. 20006

EVALUATING FEDERAL SOCIAL PROGRAMS

Dr. Sar A. Levitan and Dr. Gregory Wurzburg
1979

Report Descriptors: ASSESSMENT AND EVALUATION; SOCIAL POLICIES; ECONOMIC POLICY
Available from W.E. Upjohn Institute, Kalamazoo, Mich.

OVERVIEW TO THE LOCAL FOCUS ON YOUTH

Dr. Gregory Wurzburg
1979

Report Descriptors: YOUTH; EMPLOYMENT; PRIME SPONSORS (CETA)
Available from National Council on Employment Policy, 2000 K St. N.W., Rm. 454, Washington, D.C. 20006

INVOLVING SCHOOLS IN EMPLOYMENT AND TRAINING PROGRAMS FOR YOUTH

Dr. Joseph Colmen and Dr. Gregory Wurzburg
1979

Report Descriptors: COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA); VOCATIONAL EDUCATION; YOUTH EMPLOYMENT AND DEMONSTRATION ACT (YEDPA)
Available from National Council on Employment Policy, 2000 K St. N.W., Rm. 454, Washington, D.C. 20006

JOB MARKET FUTURITY

Dr. Garth Mangum, Dr. James Morlock, Dr. Marion Pines, and Dr. David Snedeker
1979

Report Descriptors: LABOR MARKET; OCCUPATIONAL PROJECTIONS; LABOR MARKET INFORMATION; COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA); PUBLIC EMPLOYMENT SERVICE
Available from Olympus Publishing Co., 937 E. Ninth St., South, Salt Lake City, Utah

CETA: DECENTRALIZATION ON TRIAL

Bonnie B. Snedeker and David Snedeker
1978

Report Descriptors: CETA SERVICES AND PLANNING; PUBLIC SERVICE EMPLOYMENT; COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA); PUBLIC EMPLOYMENT SERVICE
Available from Olympus Publishing Co., 937 E. Ninth St., South, Salt Lake City, Utah

ENERGY AND EMPLOYMENT

Dr. Willis Nordlund and Dr. Thayne Robson
1978

Report Descriptors: ENERGY; EMPLOYMENT; ECONOMIC POLICY; PRODUCTION
Available from National Council on Employment Policy, 2000 K St. N.W., Rm. 454, Washington, D.C. 20006

IMPROVING JOB OPPORTUNITIES FOR YOUTH

Dr. Gregory Wurzburg
1978

Report Descriptors: COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA); CETA SERVICES AND PLANNING; EDUCATION; TRAINING; YOUTH; PRIME SPONSORS (CETA); YOUTH EMPLOYMENT AND DEMONSTRATION ACT (YEDPA)
Available from National Council on Employment Policy, 2000 K St. N.W., Rm. 454, Washington, D.C. 20006

4-012* Mobilizing Community Resources to Cope with Plant Shutdowns: A Demonstration Project

UTAH STATE UNIVERSITY
LOGAN, UTAH

Dr. Gary B. Hansen

Grant 21-49-79-11
Project still in progress

Descriptors: LABOR DEMAND; UNEMPLOYMENT; JOB OPPORTUNITIES; LABOR MARKET INFORMATION; LAYOFFS; LABOR NEEDS

This demonstration project will assist workers and others in four communities affected by the shutdown of U&I, Inc., a major U.S. sugar company. A major objective is to develop a systematic approach that communities can use to mobilize their resources to deal effectively with the consequences of plant shutdowns. The project will set up community action teams in the affected communities and provide technical assistance to the teams and the communities. Project staff will also: (1) Prepare guidelines for use by other communities that want to organize community action teams to deal with plant closures; (2) develop model training and education programs on worker displacement and job loss through plant closures, which could be made available to interested companies, unions, and public employees, such as the staffs of CETA programs and the employment service; and (3) carry out research to document and assess the project efforts.

The demonstration sites are communities in Utah, Idaho, and two areas of Washington State affected by the shutdown of the U&I refineries. The impact of the community action teams formed by the project will be assessed in surveys of workers, company and union officials, farmers, elected officials, public agency personnel, and community leaders.

***Ongoing project—final report not yet available.**

4-013* NONIMMIGRANT WORKERS IN THE UNITED STATES: CURRENT TRENDS AND FUTURE IMPLICATIONS

NEW TRANS CENTURY FOUNDATION
WASHINGTON, D.C.
AND
MANAGEMENT CONSULTANTS UNLIMITED, INC.
ALBUQUERQUE, N.MEX.

David S. North

Contract 20-11-76-08
Project still in progress

Descriptors: IMMIGRATION; ALIENS; STUDENTS; SEASONAL EMPLOYMENT; TEMPORARY EMPLOYMENT; IMMIGRANTS

The objective of this study is to obtain information about nonimmigrant aliens in the United States, in the form of reliable data concerning their actual numbers, chief characteristics, and current role in the Nation. Particular attention is being devoted to (1) their labor market participation and (2) the degree to which their actual labor market role is congruent with their prescribed role as set forth by their visas.

The project is reviewing regulations and programs dealing with the admission of nonimmigrants; analyzing relevant statistical data; and interviewing temporary workers, students, exchange visitors, and persons making intracompany transfers. Project staff will also analyze current legislative proposals for expanding temporary worker programs and make alternative policy recommendations.

Findings from this study should be useful for review and possible revision of the Nation's basic immigration policy.

4-014* THE POTENTIAL OF WAGE SUBSIDIES

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

John H. Bishop, Institute for Research on Poverty

Grant 51-55-73-04
Project still in progress

Descriptors: WAGE SUBSIDIES; WELFARE RECIPIENTS; AID TO FAMILIES WITH DEPENDENT CHILDREN; LABOR DEMAND; DUAL LABOR MARKETS; LOW INCOME

The overall objective of the study is to increase our understanding of the probable effects of wage subsidies as an alternative form of income supplementation for AFDC recipients. Although such subsidies may be effective in stimulating work effort on the part of beneficiaries, it is first necessary that we be aware of the possible pervasive effects subsidies could have on a variety of economic variables, including the functioning of the low-wage labor market, wage rates, labor demand, income distribution, and the substitution of low-skilled labor for either capital or higher skilled labor.

Three complementary approaches are being used to determine the probable effects of wage subsidies: (1) Provide a model of low-wage labor markets and an evaluation of the wage rate and employment effects of wage subsidy policy based on that model; (2) estimate the impact of wage subsidies on the income distribution and the employment/unemployment experience of low-wage workers; and (3) determine the extent to which low-wage workers will be substituted for capital or higher skilled workers because of wage subsidies. The study also compares the impact of wage subsidies and welfare programs on the stability of marriages and examines the administrative issues involved in designing a wage subsidy program. Major data sources for this work are published BLS time series and special tabulations from the U.S. Bureau of the Census.

4-015* PRIVATE INVESTMENT, PUBLIC POLICY AND THE DECLINE OF OLDER REGIONS: AN ANALYSIS OF THE NEW ENGLAND ECONOMY

JOINT CENTER FOR URBAN STUDIES, HARVARD UNIVERSITY AND MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Dr. Bennett Harrison

Contract 20-11-78-20
Project still in progress

Descriptors: WAGES; MOBILITY; MIGRATION; BUSINESS CYCLE; ECONOMIC GROWTH; NEW ENGLAND

This study will examine the causes of economic decline in the New England region and its consequences for employment, local governments, and firms that remain there. The researchers will study the economic history of New England and compare it with experiences of the sun belt areas stretching from Georgia to southern California. This comparison is expected to provide prospective on the New England experience and assist the researchers in evaluating what they discover about the area.

4-016* PROJECT J.E.T. (JOBS THROUGH ENVIRONMENTAL TECHNOLOGY)

OAKLAND CITIZENS' COMMITTEE FOR URBAN RENEWAL
OAKLAND, CALIF.

Maxine Griffith

Grant 21-06-79-09
Project still in progress

Descriptors: EMPLOYMENT; TRAINING; ECONOMIC DEVELOPMENT; CALIFORNIA

This project is developing a plan for a coordinated economic development and environmental improvement program in Oakland, Calif. Suggestions will include a number for implementing a "jobs through environmental technology" program for better neighborhood energy conservation and housing improvement. Economic and business development in the plan would aim at creating such neighborhood improvement businesses as housing rehabilitation, energy conservation, sanitation maintenance, and beautification and would identify spinoff opportunities for small businesses. Techniques for the different phases of housing rehabilitation will be explained. The plan will endorse the creation of neighborhood resource management centers to provide continuous technical assistance as well as other information resources to residents in their meeting housing and energy conservation needs.

4-017* PUBLIC SERVICE EMPLOYMENT—A CASE STUDY OF SELECTED RURAL AREAS IN THE SOUTH

NEW YORK STATE SCHOOL OF INDUSTRIAL RELATIONS, CORNELL UNIVERSITY
ITHACA, N.Y.

Dr. Vernon M. Briggs, Jr.

Grant 21-36-78-37
Project still in progress

Descriptors: RURAL AREAS; PUBLIC EMPLOYMENT PROGRAMS; UNEMPLOYMENT; OLDER WORKERS; DEPRESSED AREAS; SOUTHERN STATES

The purpose of this project is to examine the administration, organization, and effectiveness of public service employment (PSE) programs in selected labor market areas of the rural South. It will also determine to what extent political, social, and economic structures in rural areas may encourage or inhibit the operation of PSE programs.

Data will be gathered from balance-of-State prime sponsors in three Southern States. Three rural counties within these States will be selected for intensive personal interviews with public officials and administrators of public agencies that may utilize PSE participants. In addition, selected household data already collected for an earlier study will be recompiled to construct a profile of the economic and personal characteristics of potential PSE participants. Secondary data from the Bureau of the Census, the Bureau of Labor Statistics, and additional sources will supplement the primary data.

4-018* PUSH FACTORS IN MEXICAN MIGRATION TO THE UNITED STATES

THE UNIVERSITY OF TEXAS
AUSTIN, TEX.

Dr. Robert Malina

Contract 20-11-79-10
Project still in progress

Descriptors: IMMIGRATION; ALIENS; RURAL AREAS; EMPLOYMENT PATTERNS; MEXICO

The purpose of this project is to provide much better information than is currently available on the determinants of migration from Mexico to the United States. The researchers are: (1) Examining agricultural conditions and employment opportunities in different regions of Mexico to assess undocumented migration as an employment alternative for rural Mexicans; (2) considering the relationship between a broad range of socioeconomic conditions in 10 urban areas of Mexico and the propensity of households to send members to the United States; and (3) analyzing the estimated disparities in socioeconomic opportunities available to migrants with various skills and occupations. The project is being funded jointly with the U.S. Department of State.

4-019 A REVIEW AND ANALYSIS OF ECONOMETRIC MODELS OF THE U.S. ECONOMY WITH PARTICULAR REFERENCE TO THE IMPACT OF ENERGY POLICIES ON LABOR DEMAND AND EMPLOYMENT

ARLINGTON, VA.

Contract 20-51-77-43
Project completed fiscal year 1978

A REVIEW OF ENERGY MODELS WITH PARTICULAR REFERENCE TO EMPLOYMENT AND MANPOWER ANALYSIS

Dr. Dale M. Heien and Dr. Albert J. Eckstein
March 1978

Report Descriptors: ENERGY; ECONOMIC ANALYSIS AND ECONOMETRICS; EMPLOYMENT PATTERNS

NTIS PB279447/AS

4-020 SOCIO-ECONOMIC POLICIES AND PROGRAMS FOR THE ELDERLY

AMERICAN INSTITUTES FOR RESEARCH
WASHINGTON, D.C.

Contract 20-11-79-11
Project completed fiscal year 1979

Descriptors: LABOR FORCE BEHAVIOR; NATIONAL EMPLOYMENT AND TRAINING POLICY; NATIONAL PROGRAMS; OLDER WORKERS; PENSIONS; RETIREMENT

In response to a request from the Organization for Economic Cooperation and Development (OECD), a paper was prepared on socioeconomic policies and programs for the elderly. It describes and analyzes policy options and programs, with emphasis on employment and related social programs and policies conducive to the labor market participation and social and community involvement of the elderly. Preparation of the paper was part of a project on the topic, carried out in cooperation with about 15 other countries, including Japan and Western European nations. The Office of Research and Development coordinated work on the paper, which in-

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*Ongoing project—final report not yet available.

cludes contributions by other components of the Department of Labor, other Federal agencies, and private organizations.
May 1979

NTIS PB298570/AS

4-021 STATIC AND DYNAMIC LABOR SUPPLY FUNCTIONS

WASHINGTON UNIVERSITY
ST. LOUIS, MO.

Grant 21-29-73-49
Project completed fiscal year 1978

Dr. Edward D. Kalachek and Dr. Frederick Raines
June 1978

Report Descriptors: LABOR SUPPLY; ECONOMIC ANALYSIS AND ECONOMETRICS; NATIONAL LONGITUDINAL SURVEYS; ECONOMIC POLICY

4-022 SURVEY OF THE PUBLIC'S VIEW OF THE PROBLEMS OF UNEMPLOYMENT

PUBLIC RESEARCH, INC.
WASHINGTON, D.C.

Contract 20-11-78-25
Project completed fiscal year 1978

UNEMPLOYMENT, GOVERNMENT AND THE AMERICAN PEOPLE

Albert H. Cantril and Susan D. Cantril
September 1978

Report Descriptors: CETA PROGRAMS; PUBLIC SERVICE EMPLOYMENT; WELFARE PROGRAMS

NTIS PB285205/AS

4-023* TOWARDS A RESEARCH STRATEGY ON THE SEASONAL AGRICULTURAL LABOR PROBLEM IN THE UNITED STATES

UNIVERSITY OF FLORIDA
GAINESVILLE, FLA.

Dr. Robert Emerson

Grant 21-12-79-12
Project still in progress

Descriptors: FARMWORKERS; SEASONAL EMPLOYMENT; LABOR MARKET; HUMAN RESOURCE DEVELOPMENT POLICY; RESEARCH STRATEGY

This project will consist of a series of scholarly papers by noted agricultural labor economists, who will review and analyze developments in the U.S. seasonal agricultural labor market. They will provide an overview of farm and farm labor problems and an indepth analysis of selected topics of special concern to researchers and policymakers in the area.

Special subjects of the papers will include the future role of migratory labor, shifting farm technology and seasonality, industrialization of agriculture and changes in occupational structure, farm product markets and seasonal labor demand, off-farm work of seasonal workers, and aliens in the agricultural labor market. Other topics will be development of a mathematical model of the labor market, income maintenance, farmworker employment programs and human resources issues in seasonal farm labor, alternative (rationalized) labor market forms, agricultural labor relations and the impact of labor law on farm markets, and U.S. farm policy in relation to farmworker policy.

At a conference to be held in January 1980, the completed papers will be presented and critiqued by practitioners, policymakers, and others. In individual papers and in the conference summary paper, authors will address probable directions of the farm labor market, gaps in knowledge and existing data sources, policy problems likely to be encountered in coming years, and suggested research to fill potential voids of knowledge. The papers will eventually be published and generally available.

4-024* U.S. IMMIGRATION POLICIES AND PATTERNS: FOREIGN POLICY ASPECTS

THE BROOKINGS INSTITUTION
WASHINGTON, D.C.

Dr. Milton Morris

Grant 21-11-78-26
Project still in progress

Descriptors: IMMIGRATION; FOREIGN TRADE AND INVESTMENTS; ALIENS; RURAL AREAS; EMPLOYMENT PATTERNS; LABOR SUPPLY

This project is a study of the foreign policy aspects of U.S. immigration policies and practices. The researchers will: (1) Review the major international migration patterns and their implications for source and host countries; (2) focus on the principal sources of illegal immigration to the United States, examining the factors contributing to the flow, its implications for the sending countries, and the steps that might be taken to reduce the flow; and (3) assess the domestic feasibility of the strategies identified for dealing with the problem. These strategies include modifying current immigration law to give neighboring countries increased immigration opportunities and initiating or expanding economic assistance programs to the principal source countries with special emphasis on developing employment opportunities in rural areas. Other steps are improving access to the commodity markets of the United States and other developed countries and encouraging more extensive population planning.

4-025* WEST VIRGINIA TRAVEL AND TOURISM INDUSTRY DEMONSTRATION PROJECT

UNITED STATES TRAVEL SERVICE
WASHINGTON, D.C.

AND
WEST VIRGINIA UNIVERSITY
MORGANTOWN, W.VA.

Dr. James M. Rovelstad and Marie Gillespie

Contract 20-11-78-24
Project still in progress

Descriptors: JOB CREATION; LABOR DEMAND; LOW-LEVEL OCCUPATIONS; CHRONICALLY UNEMPLOYED; MINORITIES; DISADVANTAGED

The Department of Labor is participating, under an interagency agreement with the Department of Commerce, in a study of the impact of increased tourism on chronic unemployment in West Virginia. The project is designed to produce and test guidelines for communities and regions for economic development and growth throughout the travel industry. The DOL participation in the project involves an analysis and evaluation of the effectiveness of developing the travel industry as a potential remedy for chronic unemployment and underemployment, with special emphasis on youth, women, and racial minorities residing in rural areas. Objectives are to: (1) Determine the location, size, characteristics, and employability of the target population segments, as well as the locations and numbers of existing or potential jobs; (2) outline, test, and evaluate a communication mechanism to bring these two components together; (3) measure the change in target segment employment; (4) identify training programs and other aids; and (5) provide a final report with recommendations for other States and Federal agencies to utilize in achieving the basic objective of reducing unemployment.

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*Ongoing project—final report not yet available.

5. INSTITUTIONAL, DISSERTATION, AND SMALL-GRANT RESEARCH PROJECTS

The Doctoral Dissertation Grants Program is now conducted by the National Council on Employment Policy. Inquiries concerning this program should be addressed to Doctoral Dissertation Grants Program, 2000 K Street, N.W., Suite 454, Washington, D.C. 20006 (telephone (202) 833-1446).

This publication describes only those doctoral dissertation research studies carried out under grants administered by the Employment and Training Administration (ETA) through the end of fiscal year 1979.

The program of postdoctoral small-grant research has been discontinued. This publication describes only those postdoctoral small-grant research projects funded by ETA through the end of fiscal year 1979.

5A. INSTITUTIONAL GRANTS

In response to needs stemming from the decentralization and local delivery of employment and training programs and services, the Institutional Grants Program supports colleges and universities in the development of specialists in the human resources field. The 29 institutions awarded grants since July 1974 are offering educational programs designed to strengthen the technical abilities of prime sponsor staff and develop a supply of future planners, evaluators, and administrators of State and local employment and training programs.

The primary objectives of the program are:

1. To support the design and implementation of undergraduate and graduate courses and curriculums of formal instruction (including work-training experience off campus) for future planners, administrators, and evaluators of employment and training programs.
2. To strengthen the capability and expertise of employment and training practitioners at local, State, and regional levels through credit courses and full degree training.
3. To develop, in cooperation with the regional offices of the Department of Labor, the resources and capabilities to enable academic institutions to offer technical assistance and personnel support to CETA prime sponsors and other local, State, and regional organizations concerned with employment and training programs.

Other objectives are:

1. To stimulate greater interest in the employment and training field by academic institutions and established scholars.
2. To encourage greater cooperation among the various behavioral sciences in the conduct of human resources development.

In the current round of programs which began September 1, 1978, 16 schools are receiving 4-year grants totaling $2.5 million annually.

The grants include an award in each of the Department's 10 regions of the country and six special awards to schools that enroll significant proportions of black, Spanish American or Native American students.

Recipients of these grants are:

Region I—Northeastern University, Boston, Mass.

Region II—Medgar Evers College, City University of New York, Brooklyn, N.Y.*; Rutgers University, New Brunswick, N.J.

Region III—Virginia Commonwealth University, Richmond, Va.

Region IV—The University of Alabama, University, Ala.; Clark College, Atlanta, Ga.*; Kentucky State University, Frankfort, Ky.*

Region V—The University of Michigan, Ann Arbor, Mich.

Region VI—Southern University and A&M College, Baton Rouge, La.*; The University of Texas at Austin, Austin, Tex.; The University of Texas at San Antonio, San Antonio, Tex.*

Region VII—The University of Kansas, Lawrence, Kans.

Region VIII—Utah State University, Logan, Utah

Region IX—The University of Arizona, Tucson, Ariz.*; California State University, Sacramento, Calif.

Region X—Seattle University, Seattle, Wash.

* Minority Institution.

5A. INSTITUTIONAL GRANTS

5-001*

NORTHEASTERN UNIVERSITY
BOSTON, MASS.

Dr. Morris A. Horowitz, Chairman, Department of Economics

Grant 31-25-78-16
Project still in progress

Descriptors: CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; MASSACHUSETTS; MAINE; NEW HAMPSHIRE; RHODE ISLAND; CONNECTICUT; VERMONT

5-002*

MEDGAR EVERS COLLEGE, CITY UNIVERSITY OF NEW YORK
BROOKLYN, N.Y.

Dr. Rafael Zambrana, Division of Social Sciences

Grant 31-36-78-11
Project still in progress

Descriptors: BLACKS; CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS

5-003*

RUTGERS UNIVERSITY
NEW BRUNSWICK, N.J.

Dr. Steven Director, Institute of Management and Labor Relations

Grant 31-34-78-03
Project still in progress

Descriptors: CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; NEW JERSEY; NEW YORK; PUERTO RICO; VIRGIN ISLANDS

5-004*

VIRGINIA COMMONWEALTH UNIVERSITY
RICHMOND, VA.

Carol Amato, School of Community Services

Grant 31-51-78-10
Project still in progress

Descriptors: CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; DELAWARE; WASHINGTON, D.C.; MARYLAND; PENNSYLVANIA; WEST VIRGINIA

5-005*

THE UNIVERSITY OF ALABAMA
UNIVERSITY, ALA.

Dr. Trevor Bain, Director, Human Resources Institute

Grant 31-01-78-01
Project still in progress

Descriptors: CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; ALABAMA; FLORIDA; GEORGIA; KENTUCKY; NORTH CAROLINA; MISSISSIPPI; SOUTH CAROLINA; TENNESSEE

5-006*

CLARK COLLEGE
ATLANTA, GA.

Dr. Gretchen E. Maclachlan, Southern Center for Studies in Public Policy

Grant 31-43-78-09
Project still in progress

Descriptors: BLACKS; CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS

5-007*

KENTUCKY STATE UNIVERSITY
FRANKFORT, KY.

Dr. Gary Cox, School of Public Affairs

Grant 31-21-78-12
Project still in progress

Descriptors: BLACKS; CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS

5-008*

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

***Ongoing project—final report not yet available.**

Dr. Louis A. Ferman, Institute of Labor and Industrial Relations

Grant 31-26-78-13
Project still in progress

Descriptors: CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; ILLINOIS; INDIANA; MICHIGAN; MINNESOTA; OHIO; WISCONSIN

5-009*

SOUTHERN UNIVERSITY AND A&M COLLEGE
BATON ROUGE, LA.

Dr. Judith C. Robb, College of Business

Grant 31-22-78-04
Project still in progress

Descriptors: CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; BLACKS

5-010*

THE UNIVERSITY OF TEXAS
AUSTIN, TEX.

Dr. Robert W. Glover, Center for the Study of Human Resources

Grant 31-48-78-07
Project still in progress

Descriptors: CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; ARKANSAS; LOUISIANA; NEW MEXICO; OKLAHOMA; TEXAS

5-011*

THE UNIVERSITY OF TEXAS
SAN ANTONIO, TEX.

Dr. Antonio Furino, Center for Studies in Business, Economics, and Human Resources

Grant 31-48-78-08
Project still in progress

Descriptors: CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; SPANISH-SPEAKING AMERICANS

5-012*

THE UNIVERSITY OF KANSAS
LAWRENCE, KANS.

Dr. Anthony Redwood, School of Business

Grant 31-20-78-14
Project still in progress

Descriptors: CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; IOWA; KANSAS; MISSOURI; NEBRASKA

5-013*

UTAH STATE UNIVERSITY
LOGAN, UTAH

Dr. Gary B. Hansen, Business and Economic Development Services

Grant 31-49-78-15
Project still in progress

Descriptors: CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; COLORADO; MONTANA; NORTH DAKOTA; SOUTH DAKOTA; UTAH; WYOMING

5-014*

THE UNIVERSITY OF ARIZONA
TUCSON, ARIZ.

Dr. Joseph J. Walka, Director, American Indian Human Resources Program

Grant 31-04-78-05
Project still in progress

Descriptors: CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; INDIAN EMPLOYMENT AND TRAINING PROGRAMS (CETA)

5-015*

CALIFORNIA STATE UNIVERSITY
SACRAMENTO, CALIF.

Dr. Jesse F. McClure, Institute for Human Service Management

Grant 31-06-78-06
Project still in progress

Descriptors: CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; ARIZONA; CALIFORNIA; HAWAII; NEVADA; AMERICAN SAMOA; TRUST TERRITORY

5-016*

SEATTLE UNIVERSITY
SEATTLE, WASH.

Dr. James E. Sawyer, Institute of Public Service

Grant 31-53-78-02
Project still in progress

Descriptors: CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; ALASKA; IDAHO; OREGON; WASHINGTON

5B. DOCTORAL DISSERTATION GRANTS

This section describes activities in fiscal years 1977 through 1979 under the Doctoral Dissertation Grants Program, authorized by the Comprehensive Employment and Training Act as amended. This program serves the dual purpose of attracting social and behavioral science scholars to specialization in the employment and training area, while generating new information on critical employment and training issues.

This program (formerly administered by the Employment and Training Administration) is now conducted by the National Council on Employment Policy. Inquiries concerning this program should be addressed to Doctoral Dissertation Grants Program, 2000 K Street, N.W., Suite 454, Washington, D.C. 20006 (telephone (202) 833-1446).

Doctoral dissertation research described in this section relates only to those grants initiated and administered by ETA through the end of fiscal year 1979.

5-017 ADJUSTMENT COSTS IN THE THEORY OF LABOR DEMAND, PRODUCTIVITY, AND UNEMPLOYMENT

YALE UNIVERSITY
NEW HAVEN, CONN.

Jonathan Bentley Ratner, Doctoral Candidate

Grant 91-09-74-18
Project completed fiscal year 1979

Descriptors: ADJUSTMENT; PRODUCTIVITY; COSTS; TURNOVER; LAYOFFS; EMPLOYER PLANNING

This study investigated the adjustment cost hypothesis of lags of employment behind output, and developed a theory and measurement of labor adjustment costs based on data collected from departments within a single, large industrial establishment. The investigator estimated the transaction cost (TC) component of adjustment costs and found that it accounts for a maximum employment lag of 2 weeks. He also estimated production functions with proxies for labor turnover phenomena for intraestablishment data. The implied levels of production-related adjustment costs (PRAC) accounted for a maximum employment lag of 3 weeks. The combined TC and PRAC estimates imply a maximum employment lag of less than 5 weeks. In sum, adjustment costs were determined to account for only a fraction of the length of the employment lags directly estimated in labor demand equations.

COSTS OF LABOR ADJUSTMENT AND THE DEMAND FOR LABOR: A CASE STUDY IN THE MICRO-FOUNDATIONS OF MACROECONOMICS
May 1978

NTIS PB290807/AS

5-018 ADVANTAGED AND DISADVANTAGED VERY EARLY LABOR FORCE WITHDRAWAL—A STUDY OF DIFFERENCES IN THE EMPLOYMENT PATTERNS AND INCOME POSITIONS OF MEN WHO LEAVE THE LABOR FORCE BEFORE AGE 62

BRANDEIS UNIVERSITY
WALTHAM, MASS.

Eric R. Kingson, Doctoral Candidate

Grant 91-25-78-48
Project completed fiscal year 1979

Descriptors: LABOR FORCE; ECONOMIC STATUS; MEN; EMPLOYMENT PATTERNS; AGE DIFFERENCES; TRANSITION FROM WORK TO RETIREMENT

This study deals with the experiences of men who leave work before the age of 62 and are therefore not eligible for social security retirement benefits.

The data source was the National Longitudinal Survey of men. The sample consisted of men aged 45 to 59 in 1966 who permanently withdrew from the labor force before age 62 between 1966 and 1975. Econometric analytical techniques were applied to the data.

The findings indicate a need to adjust eligibility requirements for both the social security and Supplemental Security Income disability programs to cover disabled and partially disabled workers who withdraw from the labor force very early and who do not at present receive disability insurance benefits. The study findings support a definition of the problem of early retirement as, first, an income inadequacy problem; second, a problem of involuntary labor force withdrawal; and third, a pension cost problem.

***Ongoing project—final report not yet available.**

MEN WHO LEAVE WORK BEFORE AGE 62: A STUDY OF ADVANTAGED AND DISADVANTAGED VERY EARLY LABOR FORCE WITHDRAWAL
May 1979

Report Descriptors: ECONOMIC STATUS; MEN; TRANSITION FROM WORK TO RETIREMENT; HANDICAPPED

NTIS PB296644/AS

5-019 Alienation and Physical Disability: Role Adjustment Among Impaired Workers

SYRACUSE UNIVERSITY
SYRACUSE, N.Y.

Grant 91-36-76-13
Project completed fiscal year 1977

DIFFERENCES IN ALIENATION BETWEEN GENERAL SOCIAL SURVEY RESPONDENTS AND SEVERELY IMPAIRED WORKERS' COMPENSATION SURVEY RESPONDENTS BASED ON STRUCTURAL AND HEALTH STATUS CHARACTERISTICS

Dr. James C. Romeis
1977

Report Descriptors: ADJUSTMENT; ALIENATION; EMPLOYMENT; HANDICAPPED; HEALTH

NTIS PB274272/AS

5-020* Allocational and Distributional Consequences of Decentralizing Manpower Programs

THE MAXWELL GRADUATE SCHOOL OF
CITIZENSHIP AND PUBLIC AFFAIRS,
SYRACUSE UNIVERSITY
SYRACUSE, N.Y.

Richard Tyson, Doctoral Candidate

Grant 91-36-76-32
Project still in progress

Descriptors: COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA); CETA SERVICES AND PLANNING; DECATEGORIZATION

This study is investigating how the purposes of the Comprehensive Employment and Training Act are being fulfilled under a decentralized approach in comparison to previous, more centralized employment and training programs. Four models of decisionmaking are being tested to explain changes in the behavior of local governments over time and variations among prime sponsors in the mix of services and characteristics of those served. In addition, extensive cross-tabulations of observed differences in expenditures, average costs, and numbers of participants by region, type of sponsor, and economic conditions are being carried out to determine if any patterns exist.

Data for the study are obtained from Quarterly Progress Reports of prime sponsors, along with information derived from the Continuous Longitudinal Manpower Survey.

5-021 American Exceptionalism and the Strike: A Comparative Study of Longrun Trends in Industrial Conflict

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Michael Shalev, Doctoral Candidate

Grant 91-55-78-20
Project completed fiscal year 1979

Descriptors: UNIONS; UNION IMPACT; COLLECTIVE BARGAINING

This study analyzed the pattern and history of industrial conflict in the United States and compared the American experience with that of other democratic, highly industrialized nations. The study report first reviews and criticizes conventional interpretations of the longrun evolution of industrial conflict. It then considers the nature and significance of four factors that have influenced the trend of industrial conflict in a variety of historical and national contexts. These factors are labor organization, employer strategy, economic power, and political power.

The research tested the hypothesis that changes in the political position of the labor movement are the most critical determinants of longrun trends in industrial conflict. The investigator analyzed strike trends in six Western European nations over approximately the last decade. In addition, he carried out a comparative analysis of these six countries to determine the conditions under which "political exchange" between trade unions and the State can become a viable alternative to labor and employer strategies based on State action.

The report concludes that interindustry strike propensities are less consistent than previous studies have suggested, and that variations among industries may be less significant than differences among countries in patterns of industrial conflict.

THE STRIKE: THEORETICAL AND EMPIRICAL STUDIES OF INDUSTRIAL CONFLICT ACROSS TIME AND NATIONS
1979

Report Descriptors: UNION IMPACT; COLLECTIVE BARGAINING; MODELS; ECONOMIC ANALYSIS AND ECONOMETRICS

NTIS PB296620/AS

5-022 An Analysis of Earnings Among Persons of Spanish Origin in the Midwest

MICHIGAN STATE UNIVERSITY
EAST LANSING, MICH.

Grant 91-26-75-23
Project completed fiscal year 1977

Dr. Richard Santos
1977

Report Descriptors: SPANISH-SPEAKING AMERICANS; ECONOMIC ANALYSIS AND ECONOMETRICS; HUMAN CAPITAL

NTIS PB265017/AS

5-023 An Analysis of Factors Affecting the Quantity, Quality, and Sex Distribution of Applicants to Medical Schools in the United States

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

David C. Stapleton, Doctoral Candidate

Grant 91-55-77-60
Project completed fiscal year 1979

Descriptors: HEALTH OCCUPATIONS; EDUCATIONAL ASPIRATIONS; EDUCATIONAL ATTAINMENT; RETURNS ON EDUCATIONAL INVESTMENT

This study investigated the effect of nonprice rationing on the number of applicants to medical schools. The researcher estimated several models of demand, using aggregate data from five regions of the United States for 1951-76. He found two major effects: (1) About 40 percent of all rejected applicants reapply the following year; and (2) many potential applicants are discouraged by rationing; as many as 100 may be discouraged by a reduction of 100 places in medical school.

Additional factors investigated for the study were tuition, loan availability, the attractiveness of biomedical centers, and others, with the results suggesting that these factors were unimportant determinants of demand in the sample period. An exception to these results is the apparant positive effect of large increases in resident salaries in the late 1960's.

NONPRICE RATIONING AND THE DEMAND FOR MEDICAL EDUCATION
December 1978

NTIS PB291739/AS

5-024 An Analysis of Imperfect Information in the Labor Market

UNIVERSITY OF ROCHESTER
ROCHESTER, N.Y.

Grant 91-36-75-40
Project completed fiscal year 1977

LABOR MARKET EQUILIBRIUM UNDER IMPERFECT INFORMATION

Dr. Louis L. Wilde
1976

Report Descriptors: LABOR MARKET BEHAVIOR; JOB SEARCH; LABOR FORCE BEHAVIOR; LAYOFFS; OCCUPATIONAL INFORMATION

NTIS PB273875/AS

5-025 An Analysis of Interindustry Variations in Trade-Union Power: Determining Factors, and Impact on Wages and Nonpecuniary Aspects of Working Conditions

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Marie-Paule Joseph Donsimoni, Doctoral Candidate

Grant 91-25-77-57
Project completed fiscal year 1979

Descriptors: UNION IMPACT; COLLECTIVE BARGAINING; UNIONIZATION

This research attempted to refine the concept of trade union power by analyzing structural and behavioral characteristics of the labor movement across U.S. manufacturing industries. The two major sources of data were the May 1973, 1974, and 1975 Current Population Surveys and Bureau of Labor Statistics data on expenditures for employee compensation, 1968, 1970, and 1972. These data provided evidence on the heterogeneity of the labor movement. The researcher made a cross-sectional analysis of contracts to illustrate the variance in union behavior and analyzed cross-establishment data on wages and fringe benefits to test the validity of variables assumed to reflect union power.

The report notes that the union/nonunion differential in wages and benefits increases with union coverage, with the share of the workers covered by the largest union, and with the length of contracts. Conversely, the differential decreases as a greater proportion of contracts are signed at the plant level.

AN ANALYSIS OF TRADE UNION POWER: STRUCTURE AND CONDUCT OF THE AMERICAN LABOR MOVEMENT
August 1978

Report Descriptors: UNIONIZATION; UNION IMPACT; EARNINGS; FRINGE BENEFITS; ECONOMIC ANALYSIS AND ECONOMETRICS

NTIS PB290936/AS

5-026 An Analysis of Labor Supply Response Over Time

PENNSYLVANIA STATE UNIVERSITY
UNIVERSITY PARK, PA.

James E. Duggan, Doctoral Candidate

Grant 91-42-76-50
Project completed fiscal year 1979

***Ongoing project—final report not yet available.**

Descriptors: LABOR SUPPLY; LABOR FORCE PARTICIPATION; LABOR MARKET BEHAVIOR

The first part of this study developed a neoclassical (wage-price) labor supply model that allowed economic agents to optimize their techniques of forecasting by using past information to generate predictions of wages and prices. The second part focused on the unemployment model by examining the relation between secondary labor force participation rates and primary male employment rates. The third part combined and extended the models to ascertain the impact of wages, prices, unemployment rates, and interest rates on labor force participation.

Data for this research included quarterly averages of labor force size, participation rates, and unemployment rates by age and sex derived from the monthly data series (seasonally adjusted and unadjusted) published by the Bureau of Labor Statistics (BLS); price data also published by BLS; and personal income and aggregate output data available from the Office of Business Economics. Other time series variables tested for inclusion in the labor supply model (for example, interest rates on short-term U.S. treasury bills as predictors of inflation) were available on computer tapes.

The findings confirm a role for real wages and prices in the labor force model and lend support to the discouraged worker hypothesis. The dissertation compares all models with respect to their ability to forecast participation rates within and beyond the sample period, using time series models as a standard of prediction accuracy. The researcher reports that wages in services and trade provide a higher degree of predictive accuracy than do wages in manufacturing and suggests that the former represent a more appropriate specification of the secondary labor force participation equation.

A TIME SERIES ANALYSIS OF SECONDARY LABOR FORCE PARTICIPATION

1978

NTIS PB274430/AS

5-027* An Analysis of the Determinants of the Labor Force Mobility of Females

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Pamela J. Heath, Doctoral Candidate

Grant 91-55-73-24
Project still in progress

Descriptors: ATTITUDES; LABOR MARKET BEHAVIOR; CHILD DAY CARE; LONGITUDINAL SURVEYS; LABOR FORCE PARTICIPATION; FAMILIES; WOMEN; LABOR MOBILITY

This research is investigating the relative strengths of economic, demographic, and attitudinal influences on the labor market decisions of women. The investigator is analyzing variations in family financial position, family structure and composition, costs of child care, and the individual's education and training, health, race, and work attitudes.

The analysis uses data from a longitudinal survey of labor force behavior.

5-028 An Analysis of the Rules and Procedures Governing the Internal Allocation of Labor in a Civil Service Merit System

BRANDEIS UNIVERSITY
WALTHAM, MASS.

Grant 91-25-76-37
Project completed fiscal year 1978

THE INTERNAL ALLOCATION OF LABOR IN A FEDERAL AGENCY

Dr. Charles S. Rodgers
September 1977

Report Descriptors: CIVIL SERVICE SYSTEM; GOVERNMENT POLICIES; FEDERAL GOVERNMENT; LABOR MOBILITY; JOB ANALYSIS; PERFORMANCE EVALUATION; MASSACHUSETTS, BOSTON

NTIS PB287483/AS

5-029 An Analysis of Trends in the Relative Educational Attainment, Earnings, and Occupational Distribution of Women, 1900 to 1969

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Grants 91-34-70-62 and 91-36-72-34
Project completed fiscal year 1977

THE DETERMINANTS OF THE OCCUPATIONAL DISTRIBUTION OF WOMEN

Dr. Harriet Sheila Zellner
1975

Report Descriptors: EDUCATIONAL EFFECT ON CAREER PATTERNS; EDUCATIONAL ATTAINMENT; OCCUPATIONAL STRUCTURE; MALE/FEMALE; EARNINGS

NTIS PB274277/AS

5-030* Attitudes Toward Equal Pay and Affirmative Action for Women in the Work World

YALE UNIVERSITY
NEW HAVEN, CONN.

Janet P. Grisby, Doctoral Candidate

Grant 91-09-76-54
Project still in progress

Descriptors: SEX DISCRIMINATION; ATTITUDES; WOMEN; AFFIRMATIVE ACTION PLANS

This dissertation will study the levels of attitudes and beliefs on sex inequality in work and evaluate some of the determinants of such attitudes and beliefs. The project focuses on two dominant aspects of Federal policies on sex inequality in work—equal pay and affirmative action. Affirmative action treats the sexes *unequally* (preference for equally qualified women over men) as a mechanism for achieving *equal* job distributions. People's attitudes to this federally supported policy may be especially complex and therefore important to understand. This study will help to anticipate realistically the effects of, and responses to, the many possible antidiscrimination programs for implementing the laws and help to choose effectively among the alternatives.

5-031 A BEHAVIOR MODEL OF LABOR FORCE MIGRATION

CORNELL UNIVERSITY
ITHACA, N.Y.

Grant 91-36-75-09
Project completed fiscal year 1977

Dr. Sigurd R. Nilsen
1976

Report Descriptors: LABOR MOBILITY; OCCUPATIONAL MOBILITY; GEOGRAPHIC MOBILITY; ECONOMIC ANALYSIS AND ECONOMETRICS; EARNINGS

NTIS PB274271/AS

5-032 A BENEFIT/COST ANALYSIS OF INSTITUTIONAL TRAINING PROGRAMS IN MICHIGAN PRISONS

MICHIGAN STATE UNIVERSITY
EAST LANSING, MICH.

Grant 91-26-76-19
Project completed fiscal year 1978

Dr. Sandra Elaine Gleason
May 1978

Report Descriptors: CORRECTIONS; EFFECTIVENESS OF PROGRAMS; COSTS; REHABILITATION; EDUCATION; EMPLOYMENT; MICHIGAN

NTIS PB284345/AS

5-033 BLUE-COLLAR WORKER RESPONSE TO THE 4-DAY WORKWEEK

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Grant 91-26-74-10
Project completed fiscal year 1977

THE FOUR-DAY WORKWEEK BLUE-COLLAR ADJUSTMENT TO A NONCONVENTIONAL ARRANGEMENT OF WORK AND LEISURE TIME

Dr. David M. Maklan
1976

Report Descriptors: BLUE-COLLAR WORKERS; WORK SCHEDULES; MEN; ADJUSTMENT

NTIS PB276352/AS

5-034* BUSINESS TAX INCENTIVES AND EMPLOYMENT: A STUDY OF UNINTENDED REGIONAL CONSEQUENCES

UNIVERSITY OF CALIFORNIA
BERKELEY, CALIF.

Michael I. Luger, Doctoral Candidate

Grant 91-06-79-27
Project still in progress

Descriptors: BUSINESS CYCLE; INCENTIVES; TAXES; FISCAL POLICY; ECONOMIC ANALYSIS AND ECONOMETRICS

This research will propose a framework for studying the regional consequences of ostensibly neutral Federal tax policies. It will focus on three fiscal incentives—investment tax credits (ITC's), accelerated depreciation allowances (ADA's) and corporation tax reductions (CTR's)—but will be applicable to other proposed tax instruments, such as general employment tax credits or targeted tax credits for investment or employment.

The researcher will document the regional effects of these incentives by: (1) Identifying certain key differences among firms and standard metropolitan statistical areas (SMSA's); (2) demonstrating that, since tax policies are geared to firm- or industry-specific characteristics, they tend to affect particular businesses differently; and (3) showing that the effects of these tax policies on SMSA's vary because of differences in regional characteristics, most notably, in the composition of metropolitan areas' economic bases. The researcher will also attempt to show that the amount and quality of employment in any given location change in response to tax policies.

This research will produce an assessment of ITC's, ADA's, and CTR's that considers the following questions: Are the general and regional employment outcomes consistent with policymakers' expectations and with other Federal employment policies? Would alternative policies achieve explicitly or implicitly stated goals more fully and/or cheaply?

5-035 CAREER PATTERNS OF 2-YEAR COLLEGE GRADUATES

THE STATE UNIVERSITY OF NEW YORK AT BUFFALO
BUFFALO, N.Y.

Grant 91-36-73-13
Project completed fiscal year 1977

***Ongoing project—final report not yet available.**

THE LABOR MARKET EXPERIENCE OF TWO-YEAR COLLEGE ALUMNI

Dr. Robert E. Allen
June 1976

Report Descriptors: UNIVERSITIES AND COLLEGES; COLLEGE GRADUATES; LABOR MARKET BEHAVIOR; EDUCATIONAL EFFECT ON CAREER PATTERNS; OCCUPATIONAL MOBILITY

NTIS PB263118/AS

5-036* Change in Work Processes and the Quality of Employment: The Impact of Power Relationships in the Firm

STANFORD UNIVERSITY
STANFORD, CALIF.

William H. Behn, Doctoral Candidate

Grant 91-06-77-13
Project still in progress

Descriptors: WORKER PARTICIPATION IN MANAGEMENT; INDUSTRIAL MANAGEMENT; COLLECTIVE BARGAINING; LABOR MOVEMENT

The primary purpose of this study is to examine the impact of power relationships in firms on the process of change in work organization and the quality of employment. The study is considering such issues as: (1) Distribution of legal rights and power relationships in the workplace; (2) worker participation in collective bargaining; (3) worker participation in decisionmaking and enterprise performance; (4) experimentation with worker participation in management; (5) worker-initiated change in work organization; and (6) conflicts and work reorganization.

The research is based on comprehensive historical analyses of literature, case histories, and labor-management agreements related to the issues studied.

5-037 Changes in State Labor Legislation for Women, 1900-1973: A Social Indicator's Approach

NEW YORK UNIVERSITY
NEW YORK, N.Y.

Grant 91-36-74-42
Project completed fiscal year 1977

A MODEST MAGNA CHARTA: THE RISE AND GROWTH OF WAGE AND HOUR STANDARDS LAWS IN THE UNITED STATES: 1900—1973-A SOCIAL INDICATORS APPROACH

Dr. Ronnie Steinberg Ratner
October 1977

Report Descriptors: LAW; STATE AND LOCAL GOVERNMENTS; SOCIAL CHANGE; LABOR LAWS

NTIS PB273926/AS

5-038* The Civilian Conservation Corps: Effectiveness of the Camps

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Michael W. Sherraden, Doctoral Candidate

Grant 91-26-78-16
Project still in progress

Descriptors: ASSESSMENT AND EVALUATION; YOUTH PROGRAMS; MANAGEMENT EFFECTIVENESS

Viewing the Civilian Conservation Corps (CCC) camps as open organizational systems, this study will compare archival materials across camp settings. The study's hypotheses will be examined in the light of research on other youth employment and residential programs such as the Neighborhood Youth Corps, the Job Corps, and the Youth Conservation Corps.

Study findings will be reported to decisionmakers in Federal agencies responsible for the administration of youth employment programs similar to the CCC. The study should contribute to the development of systems theory in organizational analysis and the development of historical methods in organizational research.

5-039 A Comparative Economic Analysis of the Size Distribution of Incomes of White, Black, and Spanish American (Latino) Ethnic Groups in the United States

INDIANA UNIVERSITY FOUNDATION
BLOOMINGTON, IND.

Grant 91-18-75-07
Project completed fiscal year 1977

Dr. Mahmood Ali Khan Omarzai
November 1976

Report Descriptors: DISCRIMINATION; EDUCATIONAL ATTAINMENT; INCOME DIFFERENTIALS; ECONOMIC ANALYSIS AND ECONOMETRICS; SPANISH-SPEAKING AMERICANS

NTIS PB265122/AS

5-040 A Comparative Examination of the Relative Effectiveness of Several Different Approaches in the Prediction of Withdrawal Behavior

THE UNIVERSITY OF ILLINOIS
URBANA, ILL.

Peter W. Hom, Doctoral Candidate

Grant 91-17-77-47
Project completed fiscal year 1979

Descriptors: JOB SATISFACTION; EMPLOYMENT TERMINATION; PART-TIME EMPLOYMENT

This study compared the effectiveness of several theoretical models of motivation in predicting reenlistment among 1,169 National Guardsmen in 29 units. The models examined, in order of their effectiveness in predicting, are as follows: (1) Fishbein and Triandis models, which explain behavior as a function of attitude and the normative beliefs of others; (2) Porter's model, which stresses the role of a generalized commitment to the organization rather than the job; and (3) an expectancy model, which views behavior as a function of the perceived expectancy that a desired outcome is likely to occur.

Reenlistment was strongly predicted by the Fishbein and Triandis models, moderately predicted by commitment and job satisfaction, and poorly predicted by the expectancy model.
September 1979

Report Descriptors: JOB SATISFACTION; LABOR MOBILITY; MODELS

NTIS PB298093/AS

5-041 A Comprehensive Evaluation of the Recruitment and Training Program, Inc.'s Apprentice Outreach Program for the Construction Trades: An Analysis of Program Success

UNIVERSITY OF WISCONSIN
MADISON, WIS.

Grant 91-55-76-07
Project completed fiscal year 1977

Dr. Lucian B. Gatewood
1977

Report Descriptors: RECRUITMENT; CONSTRUCTION INDUSTRY; TRAINING EFFECTIVENESS AND IMPACT; APPRENTICE OUTREACH PROGRAM

NTIS PB266112/AS

5-042 Concentration and Employment Fluctuation: Theoretical Implications and Empirical Tests

THE UNIVERSITY OF VIRGINIA
CHARLOTTESVILLE, VA.

Gerald R. Bodisch, Doctoral Candidate

Grant 91-51-77-46
Project completed fiscal year 1979

Descriptors: EMPLOYMENT; JOB STABILITY; LABOR FORCE; LABOR SUPPLY; LABOR FORCE PARTICIPATION

This study examined the relationship between the ability to coordinate pricing or market power and employment fluctuation across industries. The researcher developed a theoretical model incorporating the effects of product, capital, and labor markets and derived implications of that model for employment instability, in terms of both number of workers and average hours. The study suggests that firms with market power operating in a risky world attempt to maximize the market value rather than profits and that such value-maximizing activity can contribute to employment fluctuation. Empirical estimation was based upon monthly employment observations from 1959 to 1968 for a sample of 45 industries.

The results of this study show that high barriers to entry have a positive and highly significant effect on employment fluctuation.

MARKET POWER AND EMPLOYMENT FLUCTUATION
May 1979

Report Descriptors: EMPLOYMENT; JOB STABILITY; LABOR FORCE; LABOR SUPPLY; LABOR FORCE PARTICIPATION

NTIS PB299710/AS

5-043 The Consequences of Unemployment on Evaluation of Self

UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Grant 91-26-76-34
Project completed fiscal year 1977

Dr. Richard M. Cohn
1977

Report Descriptors: JOB LOSS; ATTITUDES; NATIONAL LONGITUDINAL SURVEYS

NTIS PB265025/AS

5-044 The Contribution of Social Resources to the Individual's Participation in the Labor Force

THE STATE UNIVERSITY OF NEW YORK
ALBANY, N.Y.

Grant 91-36-75-14
Project completed fiscal year 1977

Dr. John C. Vaughn
1977

Report Descriptors: MEN; MOBILITY; STATUS; RECRUITMENT

NTIS PB273889/AS

5-045* Coordinating Manpower Objectives With Private Sector Development Plans: A Case Study of Four Cities

BRANDEIS UNIVERSITY
WALTHAM, MASS.

Jonathan Katz, Doctoral Candidate

Grant 91-25-79-32
Project still in progress

***Ongoing project—final report not yet available.**

Descriptors: IMPACT OF EMPLOYMENT AND TRAINING POLICIES; PUBLIC SERVICE EMPLOYMENT; ASSESSMENT AND EVALUATION; UNEMPLOYMENT

This study will consider the problems of workers leaving CETA public service employment in distressed cities where they have little chance of finding unsubsidized private or public sector jobs. It will provide recommendations and examples of how city leaders can plan and carry out economic development that will produce private sector jobs.

The researcher will use a comparative case study methodology to analyze and compare the comprehensive economic development strategies of four distressed cities. He will select cities that have found innovative and interesting ways to stimulate desired private investments.

These examples and models should give the leaders of other distressed cities an idea of how to plan similar strategies for their localities. In addition, the study will illustrate ways that public service employment projects may be structured and used to encourage the creation of private sector jobs.

5-046* Creating and Sustaining Employment Through Worker Ownership and Producer Cooperatives: The Importance of Financial and Decisionmaking Structures in the U.S. Experience

CORNELL UNIVERSITY
ITHACA, N.Y.

Christopher E. Gunn, Doctoral Candidate

Grant 91-36-79-47
Project still in progress

Descriptors: UNEMPLOYMENT; JOB CREATION; JOB OPPORTUNITIES; WORKER PARTICIPATION IN MANAGEMENT

This dissertation study will investigate issues related to the idea that worker-owned firms and producer cooperatives can play a significant part in reducing unemployment. One focus of the research will be an evaluation of potential solutions to the rather common financial problems of worker-owned firms and producer cooperatives. The researcher will conduct case studies analyzing the finances of four organizations: (1) The Library Bureau, Inc. of New York City; (2) Brookings Plywood Corporation of Brookings, Oregon; (3) Bates Fabrics in Lewiston, Maine; and (4) The Community Investment Fund of the Institute for Community Economics in Cambridge, Mass.

The results of this study should contribute to community efforts to stabilize employment, job development and skills training, and technical assistance to employee-owned firms and producer cooperatives.

5-047 Delineation of the Dual Labor Market Theory and Derivation of Testable Hypotheses

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Grant 91-55-74-19
Project completed fiscal year 1977

EMPIRICAL TESTS OF DUAL LABOR MARKET THEORY AND HEDONIC MEASURES OF OCCUPATIONAL ATTAINMENT

Dr. Marc P. Freiman
December 1976

Report Descriptors: JOB SATISFACTION; MOBILITY; SOCIOECONOMIC STATUS; UPGRADING; MEN

NTIS PB263252/AS

5-048 Demand and Training for Dental Hygienists

WASHINGTON UNIVERSITY
ST. LOUIS, MO.

Grant 91-27-69-38
Project completed fiscal year 1977

DEMAND FOR HYGIENISTS: AN INTRA FIRM ANALYSIS

Dr. Norbert W. Budde
August 1976

Report Descriptors: LABOR SUPPLY; LABOR DEMAND; HEALTH OCCUPATIONS; TRAINING EFFECTIVENESS AND IMPACT

NTIS PB283127/AS

5-049 Demand Assumptions in a Model of the Labor Force Participation of Males

UNIVERSITY OF WISCONSIN
MADISON, WIS.

Robert J. Gitter, Doctoral Candidate

Grant 91-55-76-31
Project completed fiscal year 1979

Descriptors: LABOR DEMAND; LABOR SUPPLY; LABOR FORCE PARTICIPATION; WAGE STRUCTURE

This study investigated the various factors that determined the labor force participation rate of men 25 to 54 years of age across 124 standard metropolitan statistical areas. The primary data source was the Public Use Sample of the 1970 U.S. Census of Population.

A single equation model of participation was estimated and a weak, but significant, positive coefficient was found on the wage variable. The coefficients on the unemployment rate and the percentage of nonwhites were both negative and significant, while the effect on marriage was positive and significant. Contrary to previous research results, education had a negative effect on labor force participation.

A SIMULTANEOUS EQUATION MODEL OF THE LABOR FORCE PARTICIPATION RATE OF PRIME AGE MALES
1978

Report Descriptors: LABOR DEMAND; LABOR SUPPLY; LABOR FORCE PARTICIPATION; MALES; ECONOMIC ANALYSIS AND ECONOMETRICS

NTIS PB286642/AS

5-050 THE DEMAND FOR LABOR SERVICES IN THE SHORT AND LONG RUN: A SIMULTANEOUS EQUATION ECONOMETRIC FRAMEWORK

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Grant 91-36-74-09
Project completed fiscal year 1977

THE DEMAND FOR LABOR IN A DYNAMIC PUTTY-CLAY MODEL: A THEORETICAL AND EMPIRICAL INVESTIGATION

Dr. Petros K. Sabatacakis
1976

Report Descriptors: LABOR FORCE PARTICIPATION; PRODUCTIVITY; ECONOMIC ANALYSIS AND ECONOMETRICS; LABOR DEMAND

NTIS PB288178/AS

5-051 DEMOCRACY, AUTHORITY, AND ALIENATION IN WORK: A CASE STUDY OF THE EFFECTIVENESS OF WORKERS' PARTICIPATION IN AN AMERICAN CORPORATION

YALE UNIVERSITY
NEW HAVEN, CONN.

Grant 91-09-76-36
Project completed fiscal year 1978

Dr. John F. Witte
April 1978

Report Descriptors: ALIENATION; JOB SATISFACTION; WORKER PARTICIPATION IN MANAGEMENT

NTIS PB283208/AS

5-052 THE DETERMINANTS OF LOW WAGES FOR WOMEN WORKERS

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Grant 91-26-71-16
Project completed fiscal year 1977

Dr. Mary Huff Stevenson
1974

Report Descriptors: WAGE DIFFERENTIALS; SEX DIFFERENCES; LOW-WAGE JOBS; MALE/FEMALE

NTIS PB276340/AS

5-053 DETERMINANTS OF SEXUAL INEQUALITY OF EARNINGS AMONG BLUE-COLLAR WORKERS IN METROPOLITAN LABOR MARKETS

UNIVERSITY OF ILLINOIS
URBANA, ILL.

Grant 91-17-76-23
Project completed fiscal year 1977

Dr. Robert C. Bibb
1977

Report Descriptors: WOMEN; EARNINGS; SALARY COMPARABILITY STUDIES; LABOR MARKET BEHAVIOR; BLUE-COLLAR WORKERS; SECONDARY LABOR FORCE

NTIS PB274312/AS

5-054* DETERMINANTS OF THE AGE OF RETIREMENT AND PATTERNS OF LABOR SUPPLY DURING THE RETIREMENT YEARS

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Frank Sammartino, Doctoral Candidate

Grant 91-55-78-23
Project still in progress

Descriptors: RETIREMENT; TRANSITION FROM WORK TO RETIREMENT; OLDER WORKERS; PENSIONS

The objective of this research is to provide added information on the factors influencing the retirement decision of older workers. The analysis will focus on the patterns of labor supply before and after retirement, as well as on the age at which retirement occurs.

The researcher will analyze data from the Longitudinal Retirement History Survey and estimate models for older male and single female workers. Factors will be investigated that simultaneously determine the quantity of labor supplied in the period prior to retirement, the actual age at retirement, and the quantity of labor supplied in the period subsequent to retirement.

Results of the study are expected to contribute to the knowledge regarding: (1) The impact of social security on the retirement decision, (2) the impact of mandatory retirement, and (3) the pattern of labor supply and the timing of retirement.

***Ongoing project—final report not yet available.**

5-055* Determinants of the Incidence and Duration of Frictional Unemployment

THE UNIVERSITY OF CHICAGO
CHICAGO, ILL.

George E. Cave, Doctoral Candidate

Grant 91-17-78-17
Project still in progress

Descriptors: DURATION OF UNEMPLOYMENT; FRICTIONAL UNEMPLOYMENT

The main object of this study is to determine whether people who have experienced unemployment are likely to be unemployed in the future and why.

The researcher will use two types of statistical models, drawing from annual panel data developed by Prof. Herbert Parnes, Ohio State University, on young men between the ages of 14 and 24. The data are particularly useful for studies of labor market behavior starting with a person's initial labor force entry and continuing through changes in experience, marital status, and family size.

Answers to the following questions being considered by the study should have immediate and significant policy implications:

(1) How do policies to reduce the incidence of unemployment differ from those to reduce the duration of unemployment for various demographic groups, and what is the potential impact of each kind of policy on the aggregate BLS unemployment rate?

(2) How much impact do experience and education have on an individual's probability of being employed?

(3) Can public service jobs for youth be expected to have much permanent effect on the recipient's future labor market behavior or is any effect on unemployment purely temporary?

5-056* The Determinants of the Demands for Labor and Capital, and Their Utilization Rates

NORTHWESTERN UNIVERSITY
EVANSTON, ILL.

Edward Charles Kokkelenberg, Doctoral Candidate

Grant 91-17-79-13
Project still in progress

Descriptors: LABOR DEMAND; ECONOMIC ANALYSIS AND ECONOMETRICS; PRODUCTION; PRODUCTIVITY; BUSINESS CYCLE

This study will empirically test a model of production that extends the usual production function framework of labor and capital stock to include both labor and capital utilization rates. The researcher believes that changes in demand, as perceived by the firm, are composed of a transitory and a permanent component. Thus, given the nature of a demand change, firms will react by adjusting either their flow variables (utilization rates of labor and capital) or their stock variables. Using this analysis, the author proposes to address a number of issues and carry out such functions as comparisons of his results with those of earlier studies, determination of improved measures of capital and labor utilization, and analysis of the slowdown in productivity growth since 1973.

Time series econometric estimation techniques will be used on data from the Department of Commerce and the Federal Reserve Board.

5-057 Determining the Rate of Wage Inflation: An Alternative Predictor to the Unemployment Rate

BROWN UNIVERSITY
PROVIDENCE, R.I.

Grant 91-44-74-39
Project completed fiscal year 1977

THREE ESSAYS ON THE LABOR MARKET

Dr. John M. Barron
June 1976

Report Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; UNEMPLOYMENT/INFLATION TRADEOFF; LABOR MARKET INFORMATION; JOB SEARCH

NTIS PB263502/AS

5-058 The Development of the Labor Force in San Francisco, 1870-1910: A Comparative Analysis of Three Groups of Workers

UNIVERSITY OF CALIFORNIA
LOS ANGELES, CALIF.

Grant 91-06-75-24
Project completed fiscal year 1977

WORKING MEN IN SAN FRANCISCO, 1880-1910

Dr. Jules E. Tygiel
1977

Report Descriptors: CRAFT WORKERS; MOBILITY; UNIONIZATION; ATTITUDES; CONSTRUCTION INDUSTRY

NTIS PB274488/AS

5-059 The Differential Effects of Reduced Research Funding on University Scientists

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Grants 91-34-70-63 and 91-34-69-50
Project completed fiscal year 1978

FLUCTUATIONS IN FEDERAL FUNDS FOR UNIVERSITY RESEARCH AND THE ROLES AND CAREERS OF ACADEMIC SCIENTISTS

Dr. Margit A. Johansson
1977

Report Descriptors: FEDERAL FUNDING; PLANNING, RESEARCH, AND DEVELOPMENT; SCIENTISTS; TEACHERS; UNIVERSITIES AND COLLEGES

NTIS PB287538/AS

5-060 Diffusion of Wage Inflation and Regional Migration of Labor

NORTHWESTERN UNIVERSITY
EVANSTON, ILL.

John G. Treble, Doctoral Candidate

Grant 91-17-75-02
Project completed fiscal year 1979

Descriptors: LABOR MOBILITY; GEOGRAPHIC MOBILITY; HUMAN CAPITAL; INCENTIVES; INFLATION; LABOR MARKET INFORMATION; WAGES; JOB LOCATION; WORK SCHEDULES; LABOR DEMAND; LABOR MARKET AREAS; ECONOMIC ANALYSIS AND ECONOMETRICS

This study presents a theory of individual migratory behavior, exploring the impact of wage changes in specified labor market areas on wages in other areas, especially as a result of migration and interarea exchange of labor market information. The analysis is based on the hypothesis that a rise in wages in one region threatens employers in other regions with outmigration and hence possible labor shortage. Employers in these regions therefore respond to threatened or actual labor outmigration by matching the wages paid elsewhere, thus extending wage inflation.

A model was constructed incorporating both a theory of gross (rather than net) migration and an interarea wage determination process reflecting the shift in labor demand levels generated by gross migration flows.

The analysis focused primarily on the role of interarea labor market information in determining intraarea wage levels. Empirical testing of the model was based on migration data drawn from responses to the 1960 and 1970 censuses. Cross-sectional, age-specific migration rates were examined in light of such variables as area wage rates, unemployment rates, distance between areas, and climatic conditions.

The study concludes that the development of a satisfactory model of labor migration must await further investigation of the problems of the inadequacy of Markov chain theory as a methodological tool for analyzing migration. The study also notes the difficulty in specifying how individuals' expectations of available wages are determined.

ON THE THEORY OF INTERREGIONAL MIGRATION
June 1978

Report Descriptors: LABOR MOBILITY; HUMAN CAPITAL; LABOR DEMAND; JOB LOCATION; ECONOMIC ANALYSIS AND ECONOMETRICS

NTIS

5-061 The Dual Labor Market: Its Existence and Consequences

UNIVERSITY OF CALIFORNIA
BERKELEY, CALIF.

Grant 91-06-74-04
Project completed fiscal year 1977

Dr. Samuel Rosenberg
1975

Report Descriptors: DUAL LABOR MARKETS; UNDEREMPLOYMENT; URBAN AREAS; INCOME; POVERTY AREAS

NTIS PB244320/AS

5-062 Early Academic Achievement, the Transition from School to Work, and the Long Run Cost of a Negative Income Tax Program

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Donald M. Waldman, Doctoral Candidate

Grant 91-55-77-16
Project completed fiscal year 1979

Descriptors: NEGATIVE INCOME TAX; EDUCATIONAL ATTAINMENT; TRANSITION FROM SCHOOL TO WORK; COST EFFECTIVENESS; ECONOMIC ANALYSIS AND ECONOMETRICS; WELFARE LEGISLATION

This study investigated the econometric problems of developing a time allocation model in which two interrelated activities may or may not be consumed at zero levels. The researcher set up an econometric time allocation model for young men, dividing their time among employment, schooling, and leisure, and used data from the National Longitudinal Survey of young men to test the model. Using econometric analytical techniques, he derived estimates for the effects of race, education, and experience on earnings. He also obtained estimates predicting the labor force status of individuals in the sample.

The improved econometric techniques developed are expected to be of value in investigating labor market behavior.

THE TIME ALLOCATION OF YOUNG MEN
1979

Report Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; LABOR MARKET BEHAVIOR; LABOR FORCE PARTICIPATION; NATIONAL LONGITUDINAL SURVEYS; YOUTH

NTIS

***Ongoing project—final report not yet available.**

5-063* EARLY RETIREMENT AND THE LABOR MARKET DYNAMICS OF OLDER WORKERS

YALE UNIVERSITY
NEW HAVEN, CONN.

Thomas Alton Gustafson, Doctoral Candidate

Grant 91-09-75-35
Project still in progress

Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; MEN; NATIONAL LONGITUDINAL SURVEYS; OLDER WORKERS; PENSIONS; RETIREMENT

This report studies the labor market of older workers with particular emphasis on those who have opted for early retirement. A comprehensive look into the pros and cons of retirement, whether early or not, should lead to information on pensions, unemployment compensation, social security, and other retirement-related areas.

Data analyzed are from the Parnes National Longitudinal Survey conducted between 1966 and 1971. Five thousand men between 45 and 59 were interviewed, and information gathered should shed light on early retirement and its effects.

5-064* EARNINGS AND HUMAN CAPITAL INVESTMENT: EFFECTS OF INCREASES IN LABOR FORCE PARTICIPATION OF WOMEN

BROWN UNIVERSITY
PROVIDENCE, R.I.

Donald Cox, Doctoral Candidate

Grant 91-44-79-24
Project still in progress

Descriptors: EARNINGS; HUMAN CAPITAL; FEMALES; LABOR FORCE PARTICIPATION

This dissertation research will investigate the labor market experiences, earnings, human capital investments, and variations in earnings for women entering employment covered by social security in the 1950's. The researcher will seek to answer the following questions: How do labor market experience patterns of married women covered by social security differ across successive cohorts of labor market entrants? How have secular changes in experience patterns affected investment in human capital and life cycle earnings? Do observed changes in earnings and investment match theoretical expectations? To what extent does the date when women entered the labor market affect their current earnings? Is the dispersion in the present value of earnings for women greater or less than the dispersion in cross-sectional earnings?

Data for the study will come from the merging of two files—the 1973 Current Population Survey Administrative Record Exact Match File and the 1973-75 Social Security Longitudinal Earnings Public Use File.

The study promises to yield improved estimates of the determinants of women's earnings.

5-065* EARNINGS DECLINES, SOCIAL INSURANCE, AND POVERTY

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Verdon Stafford Staines, Doctoral Candidate

Grant 91-55-78-40
Project still in progress

Descriptors: WELFARE REFORM; INCOME MAINTENANCE; ECONOMIC ANALYSIS AND ECONOMETRICS; POVERTY; WOMEN; HEALTH; INCOME; EARNINGS

Family earnings can decline for a variety of reasons—involuntary job loss, illness, disablement, retirement, deaths, births, marital dissolution, and other changes in family composition. To varying degrees, social insurance and welfare programs cushion losses resulting from each of these occurrences. This study will estimate the relative frequency and magnitude of earnings declines by cause and estimate the extent to which the social welfare system replaces income lost for each reason. It will use time series data from the Michigan Panel Study.

The researcher will develop an econometric model to predict family earnings flows from economywide trends, the individual family's skill mix, and the possible events that could cause income loss. He can measure the earnings effects of each event from the model and, by adding transfer payments, estimate the extent to which they compensate for income losses from the different events.

By considering compensation by reason for income loss, this study may identify areas neglected by social welfare systems. Divorced mothers, for example, may not be sufficiently protected from income loss and may need additional means of support. The study will also review regional, racial, and urban-rural differences in welfare benefits.

5-066* THE EARNINGS OF IMMIGRANTS IN THE AMERICAN LABOR MARKET

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Gregory DeFreitas, Doctoral Candidate

Grant 91-36-78-22
Project still in progress

Descriptors: INCOME; LABOR MARKET BEHAVIOR; IMMIGRATION; IMMIGRANTS

This research will attempt to reduce the information gap on legal immigrants through an investigation of their earnings to provide a better understanding of the function and malfunction of the U.S. labor market.

The research will study: (1) Earnings of white male immigrants, (2) earnings of minority male immigrants, and (3) earnings of female immigrants. The data base is the 1970 Census of Population, the 1960 Census of Population, and the National Longitudinal Survey of Mature Women.

The findings of this study should illuminate the impact of immigrants on the U.S. economy. Results of this research should be particularly useful not only to government and private organizations concerned with immigrants, but also to employers, employment counselors, and the immigrants themselves.

5-067 Earnings Through Midlife

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Thomas N. Daymont, Doctoral Candidate

Grant 91-55-77-25
Project completed fiscal year 1979

Descriptors: EARNINGS; INCOME; ASPIRATIONS; ATTAINMENT; STATUS; CAREER PATTERNS

This study investigated labor market discrimination against black men between 1965 and 1970. The analysis was based on data from the Public Use Samples of the 1970 census. Econometric models were used to calculate indicators of discrimination. These indicators were then used to investigate discrimination in relation to selected individual characteristics and the social organization of labor markets across industries.

Research findings indicate that, during the late 1960's, blacks were less likely than comparable whites to obtain the more rewarding jobs. Specifically, blacks were less likely than whites to obtain jobs: (1) That involved direct, nonsubordinate contact with customers (e.g., sales jobs); (2) in which white workers were successful in establishing a substantial degree of monoply power without uniting with blacks (e.g., craft jobs); (3) for which access was determined more by capital than by labor markets (e.g., self-employment); and (4) that were in the private profit sector rather than the nonprofit or public sectors. Of particular interest is the finding that, contrary to the hypothesis based upon the competitive theory of discrimination, the level of discrimination was as high in competitive industries as in those in which firms were immune to competitive pressures not to discriminate.

PARAMETERS OF RACIAL DISCRIMINATION IN THE LATE 1960'S
February 1979

Report Descriptors: DISCRIMINATION; MEN; STATUS; BLACK/WHITE; ECONOMIC ANALYSIS AND ECONOMETRICS

NTIS PB293182/AS

5-068 An Economic Evaluation of Vocational Rehabilitation in Louisiana

LOUISIANA STATE UNIVERSITY
BATON ROUGE, LA.

Grant 91-22-75-31
Project completed fiscal year 1977

Dr. Robert Charles Brown
August 1976

Report Descriptors: VOCATIONAL REHABILITATION; VOCATIONAL TRAINING; HANDICAPPED; ECONOMIC ANALYSIS AND ECONOMETRICS; WORKER UTILIZATION; LOUISIANA

NTIS PB274153/AS

5-069 The Economic Responsiveness of the U.S. Labor Force: A Longitudinal Analysis of Labor Supply

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Thomas A. DiPrete, Doctoral Candidate

Grant 91-36-77-51
Project completed fiscal year 1979

Descriptors: LABOR SUPPLY; NATIONAL LONGITUDINAL SURVEYS

This study examined the unemployment experiences of the heads of households of the 5,000 families in the Panel Study of Income Dynamics. It shows how a procedure developed by D.R. Cox for analyzing life tables can be used to examine turnover events throughout the life cycle of workers, demonstrating that a truly longitudinal analysis can be applied to longitudinal data. Since this approach is highly sensitive to the sequence of events in the lives of labor force participants, it permits a more detailed examination of the causes of unemployment and job stability than was previously possible.

The first part of the study analyzes the structural aspects of turnover through a critical review of earlier theoretical and empirical research on the problem. The second part sets the methodological requirements for the analysis and discusses the alternatives used. And the third part describes the somewhat unorthodox data preparation necessary to use the method.

The analysis demonstrates the importance of considering individual differences in work experience in predicting future turnover events. It shows that the effects of individual differences persist, even when a number of measures of the kind of job and the family and personal characteristics of the worker are considered. The analysis also found that allowing for previous work experience reduces racial differences in turnover experiences. This finding suggests that the labor market disadvantage of racial minorities is primarily at the beginning of their work careers.

UNEMPLOYMENT OVER THE LIFE CYCLE: PROBABILITY MODELS OF TURNOVER
October 1978

NTIS PB287953/AS

5-070* The Economics of Job Search: A Study of Two Local Massachusetts Labor Markets

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

*Ongoing project—final report not yet available.

James S. Henry, Doctoral Candidate

Grant 91-25-76-41
Project still in progress

Descriptors: JOB SEARCH; LABOR MARKET; UNEMPLOYED

This study is analyzing the impact of unemployment insurance on: (1) Job search by young workers, and (2) temporary layoffs by firms. The empirical data and conclusions derived from the research are being used as a basis for discussing current search models of unemployment and as the foundation for an alternative model of how workers find jobs and jobs find workers.

The data for the study, gathered in two local Massachusetts labor markets from unemployment insurance office records and employer tax reports, are being subjected to regression analysis.

5-071 Economics of Occupational Health and Safety

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Grant 91-25-76-16
Project completed fiscal year 1977

EMPLOYMENT HAZARDS: AN INVESTIGATION OF MARKET PERFORMANCE

Dr. Kip W. Viscusi
August 1976

Report Descriptors: OCCUPATIONAL SAFETY AND HEALTH; JOB SATISFACTION

NTIS PB273714/AS

5-072* An Economic Study of the Supply of Nursing Supervisors in Labor Markets Across Canada in 1971

THE AMERICAN UNIVERSITY
WASHINGTON, D.C.

Barbara S. Goldman, Doctoral Candidate

Grant 91-11-77-15
Project still in progress

Descriptors: NURSES; HEALTH OCCUPATIONS; LABOR SUPPLY; JOB SATISFACTION; WAGES

The objectives of this research are to determine the impact of the level and structure of wages and job satisfaction on the supply of nursing services in Canada and to propose policy alternatives that will have an effect on the amount, efficiency, and distribution of services offered by employed nurses.

The study is examining three dimensions of labor supply: (1) Time spent in the labor market (measured by the average number of hours worked in a given week and the number of weeks worked per year); (2) labor market attachment (measured by the proportion of nurses who worked during a previous period of time and are still working during the reference period and the average number of months that nurses worked for the same employer); and (3) job attachment (measured by the average number of months a nurse has worked at the current job and the turnover rate of nurses working in a hospital).

The investigator is carrying out both factor and multiple regression analysis of data on nurses aggregated by counties (or census divisions) in Canada for the year 1971.

5-073 The Effect of Changes in Women's Labor Force Participation Rates on the Distribution of Family Incomes Between Blacks and Whites

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Linda P. Datcher, Doctoral Candidate

Grant 91-25-77-30
Project completed fiscal year 1979

Descriptors: BLACK/WHITE; WOMEN; NATIONAL LONGITUDINAL SURVEYS; LABOR FORCE PARTICIPATION

This dissertation examined the effects of women's increased labor force participation on the relative earnings of black and white families. It concentrated on the effects of increased employment of women between 1965 and 1970 in occupations that have at least moderate proportions of both men and women.

These jobs were divided into competitive model jobs (with flexible wages, determined by the forces of supply and demand) and those included in Thurow's job competition model, which attaches wages to jobs rather than to individuals and assumes that relative wages are fixed.

In the competitive model jobs, increased employment of women lowered earnings within the occupations where the change occurred but not the occupational distribution of men. For jobs included in the job competition model, the effect was a lower occupational distribution of men but no change in earnings. The research also discovered that increased employment of women had the greatest effect on black men, who experienced reduced earnings and lower occupational distribution.

THE EFFECTS OF HIGHER WOMEN'S LABOR FORCE PARTICIPATION RATES ON THE RELATIVE EARNINGS OF BLACK AND WHITE FAMILIES
September 1978

Report Descriptors: EARNINGS; EMPLOYMENT; WOMEN; BLACK/WHITE; NATIONAL LONGITUDINAL SURVEYS

NTIS PB289040/AS

5-074* The Effect of Cyclic Variation in the Distribution of Income on the Measured Value of Education

UNIVERSITY OF CALIFORNIA
LOS ANGELES, CALIF.

James S. Cunningham, Doctoral Candidate

Grant 91-06-78-14
Project still in progress

Descriptors: HUMAN CAPITAL; INVESTMENT; ECONOMIC ANALYSIS AND ECONOMETRICS; BUSINESS CYCLE

This study will examine cyclical forces such as opportunity costs (deferring earnings while attending school), parental support for schooling, and the difficulty or ease of borrowing to finance education. It will seek to determine more precisely the conditions that cause these forces to vary relative to each other in a systematic fashion.

Behavioral and econometric models with regression analysis will be used along with data from the 1960 1/100 Census of the Population and from a sample of the 1970 1/100 Census. Results of this study should assist policymakers in designing measures related to the education system.

5-075* THE EFFECT OF MINIMUM WAGE LEGISLATION ON THE WAGE GROWTH OF YOUNG WORKERS

CORNELL UNIVERSITY
ITHACA, N.Y.

Alan Jay Marcus, Doctoral Candidate

Grant 91-36-79-43
Project still in progress

Descriptors: MINIMUM WAGE LAWS; YOUTH; YOUTH PROGRAMS

The dissertation will focus on the effect of minimum wage legislation on human capital investments and on the eventual wage growth of young people. The investigator will estimate a model using pooled time series and cross-sectional data on young people. The data source will be the National Longitudinal Surveys of young men and women.

The results of this study are expected to be of value in consideration of the minimum wage, including the current policy debate on a youth differential.

5-076 THE EFFECT OF TECHNOLOGY ON ORGANIZATIONAL STRUCTURE

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Grant 91-26-72-11
Project completed fiscal year 1977

THE SOCIAL INTEGRATION OF FARM WORKERS IN CALIFORNIA

Dr. William M. Denney
1976

Report Descriptors: FARMWORKERS; UNIONIZATION; SOCIAL MOBILITY; ATTITUDES; SOCIAL RELATIONSHIPS

NTIS PB276302/AS

5-077 THE EFFECTS OF A GOVERNMENT POLICY ON THE DYNAMIC PROCESSES OF THE LABOR MARKET: AN EVALUATION OF THE TRADE ADJUSTMENT PROGRAM

PENNSYLVANIA STATE UNIVERSITY
UNIVERSITY PARK, PA.

Steven H. Sheingold, Doctoral Candidate

Grant 91-42-77-61
Project completed fiscal year 1979

Descriptors: TRADE ADJUSTMENT ASSISTANCE; EMPLOYMENT TERMINATION; REEMPLOYMENT ASSISTANCE

This study had two thrusts. The first was to develop a model of the layoff process. The investigator constructed a model strictly within a human capital framework, which provided a reasonable prediction of observed layoff patterns when certain assumptions concerning the shape of the wage profile were imposed. However, the human capital framework has weaknesses caused primarily by incomplete specification of employer-employee relationships.

Hence the investigator extended the model into a contracting view of the labor market. These contracts between employer and employee, although often unwritten and implicit, are enforceable through economic incentives. Firms with a reputation for unreliability in the contracting process experience higher labor costs in terms of uncertainty premiums. Workers are dissuaded from defaulting on the contracts by a preferred work environment and seniority rights and benefits. These contracts are unevenly distributed across the labor force by race, sex, and skill levels and are most likely to cover union members; highly skilled workers; and supervisory, technical, and managerial personnel.

The second purpose of the research was to analyze the labor market effects of the Trade Adjustment Assistance (TAA) Program. These effects were estimated for sample groupings based on predicted layoff probabilities. The results showed that the TAA Program has had only limited success in improving the job search outcomes of workers adversely affected by liberalized trade policies. Furthermore, the combination of all TAA benefits and services has had little perceivable effect on the wage growth of those who have been reemployed. Thus, any gains in the initial job search process resulting from TAA assistance have diminished over time. A key conclusion of the report is that issues raised over the 1962 TAA legislation may not be relevant to evaluating the effects of the 1974 program. Because of changes in the industries affected by foreign trade competition, permanent separations and plant closings are less likely to occur now than they were earlier. The TAA recipient population is apt to contain many workers on temporary layoff with a substantial probability of recall. Speedy relocation of displaced workers is not a critical issue for these workers. If imports—and not the benefits themselves—increase the frequency of temporary layoffs, then the TAA Program can serve the useful function of providing short-term income maintenance.

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*Ongoing project—final report not yet available.

SPECIFIC CAPITAL, IMPLICIT CONTRACTS, AND THE LAYOFF PROCESS: AN APPLICATION TO EVALUATING THE TRADE ADJUSTMENT ASSISTANCE PROGRAM

August 1979

Report Descriptors: TRADE ADJUSTMENT ASSISTANCE; EMPLOYMENT TERMINATION; REEMPLOYMENT ASSISTANCE; EMPLOYERS; WORKING CONDITIONS

NTIS PB301060/AS

5-078 THE EFFECTS OF BENEFITS AND OVERTIME COSTS ON THE SHORT-RUN CYCLICAL DEMAND FOR LABOR IN THE AUTOMOBILE INDUSTRY IN MICHIGAN

UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Grant 91-26-76-69
Project completed fiscal year 1978

Dr. Arthur R. Schwartz
January 1978

Report Descriptors: FRINGE BENEFITS; BUSINESS CYCLE; TRANSPORTATION EQUIPMENT INDUSTRY

NTIS PB280629/AS

5-079* THE EFFECTS OF ECONOMIC CHANGE AND OVERTIME HOURS ON EMPLOYEE ABSENTEEISM AND HEALTH

UNIVERSITY OF CALIFORNIA
IRVINE, CALIF.

Jeanine Frank, Doctoral Candidate

Grant 91-06-79-45
Project still in progress

Descriptors: ABSENTEEISM; WORK ATTITUDES; JOB PERFORMANCE; MOTIVATION

This research will examine the correlation between economic change and the well-being of individuals. It will use archival data on approximately 300 workers in one division of an electronics manufacturing firm in the San Diego standard metropolitan statistical area. These data include the age, sex, and job levels of the workers; the hours worked per month including overtime; absenteeism records; and information on monthly claims under the company health plan. To obtain sufficient information for an effective analysis, the researcher will use a time period of 3 years.

This study is designed to illuminate the link between macroeconomic change and worker well-being, and contribute to research on job stress and health. Individual workers should benefit from the information about the effects of overtime work on their health.

5-080* THE EFFECTS OF GEOGRAPHICAL IMMOBILITY ON THE UNEMPLOYMENT AND UNDEREMPLOYMENT OF LOW-INCOME AREA RESIDENTS

UNIVERSITY OF CALIFORNIA
BERKELEY, CALIF.

Dennis M. Roth, Doctoral Candidate

Grant 91-06-73-03
Project still in progress

Descriptors: HARDCORE; UNDEREMPLOYMENT; BLACKS; COMMUTING; GHETTO RESIDENTS; SEX DISCRIMINATION

This project is concerned with the extent to which the isolation of jobseekers from available jobs exacerbates sex and racial discrimination in employment, the mismatching of skills, and other factors associated with high unemployment and underemployment in the central cities. Its objectives are to determine: (1) The causes of high unemployment in the central city, especially among blacks; (2) the range of employment opportunities actually available in the suburbs; (3) the relative importance of transportation vis-a-vis other determinants of ghetto residents' chances of getting and holding jobs; (4) the characteristics of those most likely to benefit from improvements in transportation; and (5) the reasons why some of the urban poor have adapted to changes in employment location and others have not.

The Oakland-San Francisco Bay region is the primary setting for this research. The 1970 Census Profiles of Selected Low-Income Areas and data tapes from Dun and Bradstreet's DUNS Market Identifier File are its primary sources. Regression techniques are being used to measure and compare the availability of jobs accessible at various costs to low-income area residents and to estimate the "latent demand" of the central-city poor for transportation to jobs outside the central business district.

5-081 THE EFFECTS OF LABOR MARKET CONCENTRATIONS ON WAGES

UNIVERSITY OF CONNECTICUT
STOORS, CONN.

Grant 91-09-76-02
Project completed fiscal year 1977

LOCAL LABOR MARKET STRUCTURE: ITS EFFECTS ON WAGES

Dr. Richard W. Stratton
1976

Report Descriptors: EARNINGS; ECONOMIC ANALYSIS AND ECONOMETRICS; UNIONIZATION; ASSESSMENT AND EVALUATION

NTIS PB274303/AS

5-082 THE EFFECTS OF LABOR MARKET MOBILITY ON EARNINGS PROGRESSION FOR WOMEN

UNIVERSITY OF CALIFORNIA
BERKELEY, CALIF.

Cynthia Rence, Doctoral Candidate

Grant 91-06-77-10
Project completed fiscal year 1979

Descriptors: OCCUPATIONAL MOBILITY; EMPLOYMENT PATTERNS; LABOR FORCE BEHAVIOR; TURNOVER; OCCUPATIONAL STATUS

This study analyzed the effects of changes in labor market jobs on the earnings and employment decisions of female workers in their thirties and forties. The data source was the 1969-72 National Longitudinal Surveys of mature women. In addition to predicting percentage changes in hourly wage rates as a result of changing employers, the study examined flows out of the paid labor force and adjustments in hours of work. It considered these results separately for family-related quits, job-related quits, and job losses.

The study found that job-related quits are more likely to result in higher wages than are either family-related quits or job losses. However, more than one-third of the women who quit for job-related reasons earned less in their new jobs than in their old ones. Over one-third of the women who lost their jobs or quit for family-related reasons decreased their hours of work, while 30 percent of those who quit for job-related reasons increased their hours of work when they changed employers.

WORK, WAGES, AND JOB CHANGES: RETURNS TO LABOR MARKET MOBILITY FOR WOMEN
November 1978

Report Descriptors: OCCUPATIONAL MOBILITY; EMPLOYMENT PATTERNS; EARNINGS; TURNOVER; FEMALES

NTIS PB289441/AS

5-083* THE EFFECTS OF PLACEMENT SERVICES ON JOB CORPS PARICIPANTS' LABOR MARKET EXPERIENCES

UNIVERSITY OF CALIFORNIA
LOS ANGELES, CALIF.

Naomi Berger Davidson, Doctoral Candidate

Grant 91-06-79-20
Project still in progress

Descriptors: JOB CORPS; JOB PLACEMENT; EARNINGS; ECONOMIC ANALYSIS AND ECONOMETRICS

This dissertation study will try to find out whether placement services improve the earnings and labor market stability of former Job Corps enrollees. The study will use data collected by Mathematica Policy Research, Inc., for the U.S. Department of Labor at two times in 1977-78 on former Corpsmembers who received placement services, those receiving no placement assistance, and a control group not in Job Corps.

The researcher will examine the work experiences of these groups and subdividions of the groups by analyzing differences in the means, frequency distributions, and gross flows for their hourly wages, hours worked per week, weeks with the same employer, incidence and duration of unemployment, perceived match between training and employment, and union-nonunion job status. She will also use econometric analytical techniques to examine their earnings and unemployment experiences. In addition, she will analyze their job expriences, plus such outcomes as military enlistments, by type of placement services received.

5-084* THE EFFECTS OF THE GUARANTEED ANNUAL INCOME ON THE OCCUPATIONAL CAREERS OF LONGSHOREMEN: A PILOT STUDY

CITY UNIVERSITY OF NEW YORK
NEW YORK, N.Y.

William DiFazio, Doctoral Candidate

Grant 91-36-78-34
Project still in progress

Descriptors: MOTIVATION; OCCUPATIONAL ADJUSTMENT; TECHNOLOGY AND TECHNOLOGICAL CHANGE; TECHNOLOGY TRANSFER

This research will focus on the effects of a guaranteed annual income (GAI) on individual longshoremen, their occupational culture, and their participation in the labor union. The study will draw upon the experience of longshoremen in the GAI program to investigate how they adapt to the loss of work without loss of income.

The research will use information gathered from participant observation, life history interviews with longshoremen and union leaders, and survey questionnaires. It will also draw on content analyses of archival material from the International Longshoremen's Association, local 1814, recorded speeches of union officials, and government studies.

This study should be of considerable value to future researchers and policymakers who may undertake a more ambitious evaluation of the overall effects of a guaranteed annual income. In general, the study is expected to provide: (1) Reliable indicators of the patterns of time use and of the relationship between present behavior and past work history of longshoremen in the GAI Program and (2) a tested instrument that could easily be used in similar work settings. These products should permit both the replication of a major portion of this research and its extension through comparisons with other occupational groups.

***Ongoing project—final report not yet available.**

5-085* AN EMPIRICAL ANALYSIS OF THE DETERMINANTS OF PERSONAL EARNINGS FOR PERSONS OF SPANISH ORIGIN: CUBAN AMERICANS, MEXICAN AMERICANS, AND PUERTO RICAN AMERICANS

THE UNIVERSITY OF NOTRE DAME
NOTRE DAME, IND.

Joe Mosqueda, Jr., Doctoral Candidate

Grant 91-18-77-14
Project still in progress

Descriptors: SPANISH-SPEAKING AMERICANS; EARNINGS; INCOME; WAGES; MEXICAN AMERICANS; PUERTO RICANS

This study is an empirical analysis of the determinants of earnings for persons of Spanish origin in the United States, with specific reference to persons of Cuban, Mexican, and Puerto Rican descent. The analysis is based on an earnings model that includes human capital, institutional, and social stratification variables. A micro-data set for the study is being derived primarily from the one-in-a-hundred Public Use Sample of Basic Records from the 1970 Census of the Population.

5-086* AN EMPIRICAL EXAMINATION OF FACTORS INFLUENCING THE INTRODUCTION AND USE OF NEW HEALTH PROFESSIONALS IN THE DELIVERY OF PRIMARY HEALTH CARE

STANFORD UNIVERSITY
STANFORD, CALIF.

Ingeborg M. Kuhn, Doctoral Candidate

Grant 91-06-77-56
Project still in progress

Descriptors: HEALTH OCCUPATIONS; HEALTH CARE; HUMAN CAPITAL; HUMAN RESOURCES

Three questions will be examined in the research: (1) To what extent do factors such as State regulations, third-party reimbursement policies, and the dissemination of information influence the actual distribution of the "New Health Professionals" (NHP's)? (2) Does there appear to be a difference in the relative influence of the factors among areas differentiated according to need for primary care services? (3) What may be some of the factors that have contributed to the inclusion of restrictions on the use of the NHP in State laws and regulations?

To study these questions, the researcher will develop three multivariate analytical models. The first model will include factors that influence the distribution of the NHP and dependent variables representing the distribution of NHP's among States. The second will include independent variables similar to the first model and dependent variables representing the NHP in areas within States differentiated according to the availability of primary care services. The third model will include independent variables representing the factors that may influence physicians to recommend restrictions on the use of the NHP and a dependent variable representing the degree of restrictions contained in State laws and regulations. Cross section data derived from existing sources will be used to analyze the relationships among the variables of each model. Multivariate analytical techniques, such as regression analysis, will be used to examine the data and to develop conclusions about the significance of the parameters of the models.

5-087 AN EMPIRICAL EXAMINATION OF THE UNION IMPACT ON SUPPLEMENTARY EMPLOYEE COMPENSATION

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Brian P. Heshizer, Doctoral Candidate

Grant 91-55-78-07
Project completed fiscal year 1979

Descriptors: LABOR MARKET BEHAVIOR; UNION IMPACT; TURNOVER; FRINGE BENEFITS

This study analyzed the development and structure of public and private benefits and tried to measure the effect of unions on private employee benefits in manufacturing. Data for the study were obtained from the biennial Bureau of Labor Statistics (BLS) surveys of employee compensation for 1968, 1970, 1972, and 1974.

Census and Current Population Survey data were used to obtain measures for different demographic and labor market characteristics associated with the industries in the BLS surveys. The data were analyzed at the three-digit Standard Industrial Classification (SIC) code level for all manufacturing industries included in each year of the survey. The impact of unions on employee benefits was estimated for total fringe benefits; pensions; and health, life, and accident insurance.

The resluts indicate that unions have played a significant part in bringing about higher employee benefits for unionized workers in manufacturing. In the wage equation, union coverage and employee benefits had a significant positive association with wage rates, and the level of employee benefits has the strongest association with wage levels.

Industries with more extensive union coverage and higher levels of employee benefits had lower quit rates, with the level of employee benefits having the largest effect on manufacturing quits. The proportion of unionized workers in an industry was positively related to the level of wages and employee benefits, with the level of benefits in the industry having the strongest association with union coverage.

EMPLOYEE BENEFITS, TRADE UNIONS AND THE UNION IMPACT ON EMPLOYEE BENEFITS IN MANUFACTURING
December 1978

NTIS PB291756/AS

5-088* An Empirical Examination of Collective Bargaining in the Public Schools in the State of Washington

UNIVERSITY OF WASHINGTON
SEATTLE, WASH.

Alan M. Cabelly, Doctoral Candidate

Grant 91-53-79-01
Project still in progress

Descriptors: COLLECTIVE BARGAINING; MODELS

This study is examining the ongoing negotiations between the Washington Education Association (WEA), representing the public school teachers of the State of Washington, and the Washington State School Directors' Association (WSSDA), representing the various school districts. The investigator will send questionnaires to negotiators for both WSSDA and WEA in an attempt to define the relationship between the parties and determine what factors are related to success in these negotiations. This information will then be reported to the individual negotiators in hopes of adding to their negotiating skills. At the same time, the results will be published, to help further understanding of the collective-bargaining process as a step in theory development.

Regression and correlational analytic techniques will be applied to the data obtained from the questionnaires. The findings of this research are expected to contribute to the development of a theoretical model of collective bargaining.

5-089 An Empirical Investigation of Job Search Behavior of the Unemployed

PURDUE UNIVERSITY
WEST LAFAYETTE, IND.

Otis W. Gilley, Doctoral Candidate

Grant 91-18-78-38
Project completed fiscal year 1979

Descriptors: JOB SEARCH; ECONOMIC ANALYSIS AND ECONOMETRICS; MODELS; UNEMPLOYMENT

This study extended the usual job search models explaining the choice of a reservation wage one step farther to include the choice of the optimal time period to speed the search for employment. Within this context, the investigator developed a formal model relating several key outside factors to the choice of a reservation wage and search intensity. He tested the model using information provided by the Bureau of Labor Statistics and the Bureau of the Census on the jobseeking activities of a group of unemployed workers between May and August 1976.

The findings suggest that job search efforts (in the form of a reservation wage and search intensity) are affected by such factors as the productivity of the search process, unemployment insurance payments (in the case of reservation wage), the household assets of the unemployed, the job vacancy rate across regions, and the expected tenure on the next job. In addition, the model predicted a uniform decline in both the reservation wage and search intensity as the duration of unemployment increases.

A THEORETICAL AND EMPIRICAL INVESTIGATION OF JOB SEARCH BEHAVIOR
August 1979

Report Descriptors: JOB SEARCH; MODELS; UNEMPLOYMENT; ECONOMIC ANALYSIS AND ECONOMETRICS

NTIS PB299709/AS

5-090 An Empirical Test of the Human Capital Earnings Function: A Microeconomic Analysis Across Cities

UNIVERSITY OF VIRGINIA
CHARLOTTESVILLE, VA.

Grant 91-51-76-11
Project completed fiscal year 1977

THE LEVEL AND DISTRIBUTION OF EARNINGS ACROSS U.S. LABOR MARKETS: A MICROECONOMIC APPROACH
Dr. Barry T. Hirsch
May 1977

Report Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; EARNINGS; HUMAN CAPITAL; STATISTICAL ANALYSIS

NTIS PB263221/AS

5-091 Empirical Tests of Job-Search Hypotheses: The Generation and Acceptance of Job Search

NORTH CAROLINA STATE UNIVERSITY
RALEIGH, N.C.

Grant 91-37-75-22
Project completed fiscal year 1977

Dr. John T. Warner
1976

Report Descriptors: DURATION OF UNEMPLOYMENT; EARNINGS; HUMAN CAPITAL; JOB SEARCH; LABOR FORCE PARTICIPATION

NTIS PB274332/AS

5-092 Employee Information Environments and Job Satisfaction: A Closer Look

IOWA STATE UNIVERSITY OF SCIENCE AND TECHNOLOGY
AMES, IOWA

Grant 91-19-77-12
Project completed fiscal year 1977

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*Ongoing project—final report not yet available.

Dr. Lawrence M. Hanser
1977

Report Descriptors: ATTITUDES; JOB SATISFACTION; INFORMATION SYSTEMS; UNIVERSITIES AND COLLEGES

NTIS PB273901/AS

5-093 EMPLOYEE RESPONSES TO WORK-UNIT STRUCTURE AND JOB DESIGN

UNIVERSITY OF WISCONSIN
MADISON, WIS.

Grant 91-55-76-67
Project completed fiscal year 1978

Dr. Jon L. Pierce
February 1978

Report Descriptors: JOB ANALYSIS; JOB SATISFACTION; MOTIVATION; ORGANIZATIONAL ENVIRONMENT; WORK ATTITUDES

5-094* EMPLOYEE STOCK OWNERSHIP: A MICROECONOMIC ANALYSIS

VIRGINIA POLYTECHNIC INSTITUTE AND STATE UNIVERSITY
BLACKSBURG, VA.

Paul C. Taylor, Doctoral Candidate

Grant 91-51-78-46
Project still in progress

Descriptors: COLLECTIVE BARGAINING; FRINGE BENEFITS; LABOR MOBILITY; TRANSITION FROM WORK TO RETIREMENT; MICROLEVEL ANALYSIS

This project will attempt to evaluate the benefits of employee stock ownership plans (ESOP's) to workers and to set the stage for reliable macroeconomic estimates of their impact on national employment and growth. It is a pilot study in four firms to test the impact of ESOP's on labor mobility, worker suggestions to improve production, and financial risk to employees. It will consider such issues as the contributions of ESOP's to firm efficiency and their worth to participating employees both as compensation and as an incentive to develop job skills. The researcher will also briefly explore the implications of ESOP's for regulation and collective bargaining in the four firms.

The results should have implications for the transition from work to retirement, employee participation in management, and job satisfaction.

5-095 EMPLOYMENT, CRIMINALITY AND CRIMINAL RECIDIVISM

THE CITY UNIVERSITY OF NEW YORK
NEW YORK, N.Y.

Grant 91-36-77-41
Project completed fiscal year 1978

COMMON LAW CRIME SEVERITY AFTER RELEASE FROM PRISON

Dr. Louis E. Genevie
June 1978

Report Descriptors: MODELS; EX-OFFENDERS; RECIDIVISM

NTIS PB284454/AS

5-096 EMPLOYMENT TURNOVER AND WAGE DYNAMICS IN U.S. MANUFACTURING

UNIVERSITY OF MINNESOTA
MINNEAPOLIS, MINN.

Grant 91-27-75-03
Project completed fiscal year 1977

Dr. John F. Geweke
December 1975

Report Descriptors: EARNINGS; ECONOMIC ANALYSIS AND ECONOMETRICS; MICROLEVEL ANALYSIS; TURNOVER; LABOR MARKET INFORMATION; LABOR DEMAND

NTIS PB273874/AS

5-097* THE ESTIMATION OF COMPLETED UNEMPLOYMENT SPELL DURATIONS FROM PUBLISHED DATA UNDER NON-STEADY-STATE CONDITIONS

CORNELL UNIVERSITY
ITHACA, N.Y.

James P. Luckett, Doctoral Candidate

Grant 91-36-78-28
Project still in progress

Descriptors: DURATION OF UNEMPLOYMENT; UNEMPLOYMENT; LABOR MARKET; ECONOMIC ANALYSIS AND ECONOMETRICS

The main objective of this study is to develop a model of the labor market that will infer the distribution of the lengths of completed unemployment spells for a cohort that becomes unemployed at any time. The model will be applicable to any demographic group for which the Current Population Survey tabulates in-process unemployment spell durations. In addition, the researcher will test various versions of this procedure against each other and against various steady-state techniques used in the past.

The research is expected to enable analysts to ascertain to what extent variations in unemployment rates (across demographic groups or over time) are due to differences in unemployment inflows (frequency of unemployment) or outflows (durations of completed spells of unemployment). Since the causes of high inflow rates are likely to be very different from those for low outflow rates, policies to combat these problems should also differ.

5-098* The Evolution of Segmentation in the Chicago Labor Market, 1880 to 1930

BOSTON UNIVERSITY
BOSTON, MASS.

Heath Paley, Doctoral Candidate

Grant 91-25-78-06 (formerly Grant 91-25-76-43)
Project still in progress

Descriptors: DUAL LABOR MARKETS; OCCUPATIONAL MOBILITY; OCCUPATIONAL STRUCTURE

This research endeavors to test the historical validity of the dual labor market hypothesis using mobility data for the period 1880 to 1930. It is exploring: (1) Whether there is evidence of segmentation occurring in the labor force during this period that was not based on differences in individual characteristics, and (2) whether there are signs of the development of an internal labor market in one large primary industry.

Analysis is based on a study of payroll records of the McCormick Company from 1880 to 1901 and on payroll records of the McCormick Division of International Harvester Company from 1902 to 1930. Data on employees' age, race, place of birth, and education are being matched with information about their employment experiences at the McCormick plant through multiple correlation analysis.

5-099* An Examination of the Social Factors Determining Successful Training Performance for Participants in Ex-Offender Manpower Programs: A Model for Predicting Social Behavior

THE UNIVERSITY OF ILLINOIS
URBANA, ILL.

James H. Browne, Doctoral Candidate

Grant 91-17-79-30
Project still in progress

Descriptors: EX-OFFENDERS; MODELS; ASSESSMENT OF APPLICANTS AND TRAINEES; ECONOMIC ANALYSIS AND ECONOMETRICS

The primary objective of this research is to produce a monograph on the factors that lead to training success for use by those planning training programs for ex-offenders. The survey design allows for a comprehensive evaluation of the more traditional predictors of training success, such as demographic and background variables, and some nontraditional predictors, such as work attitudes and values.

The results of this research should help policymakers decide on expenditures for employment development programs. They should also contribute to current theoretical knowledge about the training problems of ex-offenders.

5-100* An Experimental Study of the Effects of Variations in Situational and Personality Characteristics on Job Search and Job Choice

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Judy Olian-Gottlieb, Doctoral Candidate

Grant 91-55-78-43
Project still in progress

Descriptors: CAREER CHOICE; JOB SEARCH; TRANSITION FROM SCHOOL TO WORK; YOUTH; DOCTORAL DISSERTATION GRANTS; EXPERIMENTAL MODEL

This study will measure the effects of simulated variations in situations and personal characteristics on decisions about job searches and job choices. The design is a multivariate, fully crossed experimental study, with both multiple independent variables (factors) and multiple dependent variables. The study will use a homogeneous occupational sample of some 1,300 students in their graduating year at a technical college.

Students will complete job applications listing their educational and job experience, and will take a variety of psychological tests. Experimental variables will include such alternatives as immediate acceptance or rejection of a job vs. postponement of decision, known vs. unknown distribution of job offers, highly dissimilar vs. similar job offers, high vs. low rejection rate of applicants, and random vs. declining attractiveness of job offers presented. Some of the dependent variables will be utility of the accepted job, number of jobs applied for, and satisfaction with accepted job offer.

5-101 An Exploratory Study of the Emotional Reactions and Subsequent Adjustments of Workers Who Lost Their Jobs as a Result of a Plant Closing in a Small Company Town in Southwest Virginia

VIRGINIA POLYTECHNIC INSTITUTE AND STATE UNIVERSITY
BLACKSBURG, VA.

Grant 91-51-74-38
Project completed fiscal year 1977

JOB LOSS: A PSYCHOSOCIAL STUDY OF WORKER REACTIONS TO A PLANT-CLOSING IN A COMPANY TOWN IN SOUTHERN APPALACHIA

Dr. Walter G. Strange
August 1977

Report Descriptors: ADJUSTMENT; JOB LOSS; PLANT SHUTDOWN; EMPLOYMENT TERMINATION; LAYOFFS; VIRGINIA, SALTVILLE

NTIS PB276142/AS

***Ongoing project—final report not yet available.**

5-102* FEDERAL POLICY CONCERNING WOMEN FROM 1945 TO 1966

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Cynthia E. Harrison, Doctoral Candidate

Grant 91-36-78-36
Project still in progress

Descriptors: WOMEN; SEX DISCRIMINATION; EMPLOYMENT POLICY; SOCIAL CHANGE

This study will examine the evolution of Federal policy toward women from 1945 to 1966 to discern the interaction of social change, political factors, and policymaking. The researcher will relate Federal laws enacted during the period that changed policies affecting women to other social and political factors. She hypothesizes that political factors, including the selection of female advisers, combined with social changes, including the entry of married women into the labor force, led to policies that helped to focus women's grievances, generating further social change.

The researcher will use manuscript collections, private papers, government documents, published and unpublished primary sources, and interviews where possible to see how the measures affecting women proposed in each administration arose. This review will include looking at suggestions of cabinet members and their subordinates, recommendations by members of Congress, requests by women's organizations and labor unions, and agendas of party officials. The researcher will consider the policies, implicit or stated, that emerged from these sources and evaluate the political rationale for changes made over the period. In addition, she will review the changing roles of women in employment and education to see how they affected the formulation of policy. Special attention will be devoted to the goals of the Women's Bureau and its efficacy in achieving them.

5-103* THE FEMALE HAITIAN IMMIGRANT IN THE NEW YORK CITY LABOR FORCE

THE CITY UNIVERSITY OF NEW YORK
GRADUATE SCHOOL AND UNIVERSITY CENTER
NEW YORK, N.Y.

Walter L. Stewart, Doctoral Candidate

Grant 91-36-78-33
Project still in progress

Descriptors: WOMEN; IMMIGRATION; IMMIGRANTS

This study seeks to answer some fundamental questions about how a particular group of women immigrants, consisting of both documented and undocumented aliens from Haiti, adjust to the American labor market and the urban community. It will try to find out what kinds of skills they bring with them and how they use these skills in jobs and community activities. The study is exploratory. The researcher will analyze the group to determine to what extent their experiences conform to or deviate from present-day notions of immigrant life in America, but he does not expect to develop a theory of immigrant women and the American labor force.

Participant observer data have been gathered on how the Haitian female immigrant combines her roles as a mother and a worker and how she cares for her family and attends to household chores within the context of the work day or week. The researcher also reviewed literature on the subject, from such sources as studies, local newspapers, community-based organizational newsletters, journals, and bulletins from unions and other labor force related agencies.

The analysis is expected to provide insight about the experiences of illegal female immigrants in urban areas of particular value to policymakers in the areas of immigration and labor legislation.

5-104 THE FEMALE INSURED UNEMPLOYED: AN EMPIRICAL STUDY

UNIVERSITY OF MISSOURI
COLUMBIA, MO.

Grant 91-29-75-13
Project completed fiscal year 1977

EMPIRICAL STUDY OF THE FEMALE INSURED UNEMPLOYED

Dr. Phyllis Dean Altrogge
December 1975

Report Descriptors: WOMEN; DURATION OF UNEMPLOYMENT; JOB SEARCH; LABOR FORCE PARTICIPATION; STRUCTURAL UNEMPLOYMENT; UNEMPLOYMENT INSURANCE

NTIS PB276300/AS

5-105* FEMALE OCCUPATIONAL CHOICE AND THE NUMBER, TIMING, AND SPACING OF CHILDREN

UNIVERSITY OF NORTH CAROLINA
CHAPEL HILL, N.C.

Tabitha Ann Doescher, Doctoral Candidate

Grant 91-37-79-26
Project still in progress

Descriptors: FEMALES; OCCUPATIONAL CHOICE; MOTHERS; FERTILITY; ECONOMIC ANALYSIS AND ECONOMETRICS

The objective of this research is to establish a relationship between a a woman's choice of occupation and the number, timing, and spacing of her children. On the supposition that families and labor force activities compete for women's time, the researcher is developing a lifetime model that demonstrates theoretical relationships between fertility and choice of an occupation. To test this model, the researcher is investigating the relationships between occupation and fertility and analyzing the direct relationship between fertility and occupational characteristics.

The study will also analyze the mutual relationship among family size, labor force participation, and occupational choices of women. Data sources include the National Longitudinal Surveys of young and mature women, the 1960 and 1970 censuses, and the Panel Study of Income Dynamics from the University of Michigan Survey Research center.

5-106* THE FEMINIZATION OF CLERICAL WORK: A CASE STUDY OF BOSTON, 1875-1905

THE UNIVERSITY OF CALIFORNIA
LOS ANGELES, CALIF.

Carole Srole, Doctoral Candidate

Grant 91-06-78-50
Project still in progress

Descriptors: EMPLOYMENT PATTERNS; OCCUPATIONAL CHOICE; CLERICAL OCCUPATIONS; MEN; WOMEN

This project will investigate the increasing predominance of women in clerical work from 1875 to 1905 in Boston. It will consider four stages of development—male domination of the occupation, female entry, integration, and male flight and female domination.

The researcher will use high school, census, marriage, and business records to analyze the interactions of supply and demand factors affecting female participation in the labor force, and of cultural and economic factors, including families, schools, and businesses, affecting participation in the clerical labor force.

5-107* THE FEMINIZATION OF CLERKING: WOMEN IN FEDERAL EMPLOYMENT, 1860-1900

UNIVERSITY OF MARYLAND
COLLEGE PARK, MD.

Cindy S. Aron, Doctoral Candidate

Grant 91-24-79-06
Project still in progress

Descriptors: WOMEN; ATTITUDES; SEX DISCRIMINATION

This research will provide a comprehensive analysis of the Nation's first sizable female clerical labor force—the women who worked as clerks for the Federal Government from 1860 to 1900. The effects of their entrance into this previously all-male profession will be examined by focusing on the creation of new employment opportunities, the dynamics of discrimination, and the sex stereotyping of jobs.

Statistical and more traditional historical analyses will be based on information from application files or personnel dossiers on more than 5,000 women who worked for the Departments of the Treasury and the Interior, two of the largest Federal agencies and major employers of women in the 19th century.

The findings are expected to enhance understanding of the process of feminization of a sector of the labor force and its implications for today's working world.

5-108* FLEXING THE FLEXIBLE ACCELERATOR: THE INFLUENCE OF LAYOFF AND INVENTORY COSTS ON THE CYCLICAL DEMAND FOR LABOR AND INVENTORIES

THE UNIVERSITY OF PENNSYLVANIA
PHILADELPHIA, PA.

Steven Neil Braun, Doctoral Candidate

Grant 91-42-78-09
Project still in progress

Descriptors: LABOR DEMAND; BUSINESS CYCLE; ECONOMIC FORECASTING

The study will investigate several potential responses of business firms to cyclical movements. It will analyze three options—accumulating inventories, laying off employers, and cutting hours—and develop a model that embodies the trade-offs, based on relative costs, among the options.

An econometric model, developed and tested using monthly data for the primary metals industry, is being expanded to other industries.

Findings from this study should help to improve forecasting of unemployment by industry and may be especially useful in evaluating the impact of unemployment compensation payments on layoffs.

5-109* THE FORMATION OF MULTIRACIAL WORK FORCES IN THE COAL INDUSTRY, 1880-1930: A COMPARATIVE SOCIOHISTORICAL ANALYSIS

UNIVERSITY OF CALIFORNIA
LOS ANGELES, CALIF.

Stephen Brier, Doctoral Candidate

Grant 91-06-73-34
Project still in progress

Descriptors: MINING; MIGRATION; GEOGRAPHIC MOBILITY; OCCUPATIONAL MOBILITY; MINORITIES

This study attempts to develop a historical perspective on questions of work force formation, labor migration, and cultural and occupational adjustment of ethnic and racial minority workers through an analysis of the influx of these workers into the coal mining industry during the late 19th and early 20th centuries. It concentrates on the experiences of southeast European mineworkers in Pennsylvania's northern anthracite field around the Scranton and Wilkes-Barre area and of black mine workers in the southern West Virginia smokeless coal field.

The study combines a traditional historical approach to data and research material with statistical and quantitative analysis. This approach uses both qualitative materials (such as labor newspapers, written and oral reminiscences, manuscript and archival holdings, and church records) and hard data from government studies, coal company records, and census materials.

*Ongoing project—final report not yet available.

5-110* From Skilled Craft to Mass Production: American Cigarmakers 1900-1940

THE UNIVERSITY OF MARYLAND
COLLEGE PARK, MD.

Patricia A. Cooper, Doctoral Candidate

Grant 91-24-79-17
Project still in progress

Descriptors: TECHNOLOGY AND TECHNOLOGICAL CHANGE; AUTOMATION; WORK ATTITUDES; INDUSTRY PRACTICES; OCCUPATIONAL STRUCTURE

This study will explore the dynamics of industrial change and its impact on workers from 1900 to 1940, using the cigarmaking industry as a microcosm of developments in the American workplace during this 40-year period.

The investigator will use a multicommunity research design but will concentrate on the Northeast and South, where most cigarmakers lived and worked. Information will be obtained from union records, trade association journals, newspapers, Federal and State governments, other archival sources, and interviews with manufacturers and cigarmakers.

The study findings are expected to contribute to understanding of the processes and problems of other consumer product industries faced with the combined effects of shifts in consumer tastes, automation, relocation, diversification, and restructuring.

5-111* The Function of Psychological Testing and Educational Credentials in Police Selection: A Critical Reassessment

BOSTON COLLEGE
CHESTNUT HILL, MASS.

Joseph Gannon, Doctoral Candidate

Grant 91-25-77-28
Project still in progress

Descriptors: RECRUITMENT; PERSONNEL ADMINISTRATION; POLICE; LAW ENFORCEMENT; STATE AND LOCAL GOVERNMENTS; HIRING PRACTICES

This research consists of four studies. The first will draw on published findings in psychology and law enforcement journals to determine whether past experience with paper and pencil tests warrants their continued use for police selection and whether higher education has been shown to be associated with successful police performance beyond the initial training phase. The second study, using econometric techniques, will try to establish the importance for selection of broad socioeconomic factors and identify how these macro-level variables systematically relate to policy organizational structure. A third study will examine the hypotheses that the availability of college-educated relative to noncollege-educated recruits will increase during downturns in the economy.

For this research, a time series will be constructed from annual selection data for recruits in three major cities over a period beginning in 1930. The researcher will also use a variety of statistical techniques to determine: (1) Whether departments that have hired an increasing number of college-educated applicants have had a corresponding increase in the number of recruits from middle-class backgrounds; (2) whether the results of psychological tests have an adverse effect on candidates of lower or working class origin; and (3) whether the requirement of a college degree may have a discriminatory effect on applicants from the lower or working class. A fourth study will be concerned with determining whether there is a particular police profile that elicits more favorable performance ratings and whether middle-class candidates have an advantage over their lower or working-class counterparts.

5-112 From Generation to Generation: The Transmission of Occupation

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Grant 91-55-76-45
Project completed fiscal year 1977

Dr. Kenneth I. Spenner
1977

Report Descriptors: ROLE MODELS; CAREER GOALS; JOB ANALYSIS; OCCUPATIONAL CHOICE; OCCUPATIONAL MOBILITY

NTIS PB274323/AS

5-113* Geographic Plant Dispersion and Collective Bargaining in the Rubber Tire Industry

UNIVERSITY OF CALIFORNIA
BERKELEY, CALIF.

Charles Jeszeck, Doctoral Candidate

Grant 91-06-76-46
Project still in progress

Descriptors: WAGES; WORK ENVIRONMENT; COLLECTIVE BARGAINING

This research will investigate the interaction among plant dispersion out of Akron, Ohio; the policies of the United Rubber Workers (URW); and collective bargaining in the rubber industry over the period 1950-79. It will try to determine the effect of URW policies on decisions about plant relocations, the influence of plant dispersion on industrial relocations, and the response of the URW to these movements.

The investigation will be primarily a case study, supplemented by cross-sectional and time series statistical techniques. Data will be obtained from historical documents, personal interviews with corporate industrial relations officials and URW officers, the Census of Manufacturers of the Bureau of the Census, and *Employment and*

Earnings, published by the Bureau of Labor Labor Statistics.

Study findings are expected to provide insights into the stability of collective-bargaining institutions and their adaptability to structural economic changes. The results should also be useful to those evaluating programs designed to reduce unemployment in depressed areas.

5-114 GOVERNMENT EEO PROGRAMS AND WHITE-COLLAR EMPLOYMENT OF MINORITY GROUPS AND WOMEN IN FEDERAL AGENCIES, 1963-74

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Grant 91-25-75-33
Project completed fiscal year 1977

Dr. Mary Eisner Eccles
July 1976

Report Descriptors: EMPLOYMENT; WOMEN; BLACK/WHITE; SPANISH-SPEAKING AMERICANS; CAREER PATTERNS; FEDERAL GOVERNMENT

NTIS PB267125/AS

5-115 HOSPITAL UNION WAGE EFFECTS

UNIVERSITY OF MINNESOTA
MINNEAPOLIS, MINN.

David L. Estenson, Doctoral Candidate

Grant 91-27-77-08
Project completed fiscal year 1979

Descriptors: HEALTH OCCUPATIONS; HOSPITALS; WAGES; COLLECTIVE BARGAINING; UNIONS; ELASTICITY OF LABOR SUPPLY

This study attempted to construct a model for estimating the effects of unions on hospital wages. The researcher used a bargaining model with applications to the hospital industry to hypothesize various differences in the wages paid by union and nonunion employers. He assumed that hospital wages are affected, not only by unionization, but also by size of the hospital; conditions in the labor market, product market, and community; and regulations related to collective bargaining in the hospital industry. He then estimated the effects of each factor. His analyses consistently showed a positive relationship between unionization and wages, and this wage effect was estimated for three occupations—registered nurse, nurse aide, and food service worker.
May 1979

Report Descriptors: HEALTH OCCUPATIONS; HOSPITALS; WAGES; ECONOMIC ANALYSIS AND ECONOMETRICS; UNIONIZATION

5-116* HOUSEHOLD LIFE CYCLE MODEL UNDER UNCERTAINTY: AN ECONOMETRIC MODEL OF LABOR SUPPLY

THE UNIVERSITY OF CHICAGO
CHICAGO, ILL.

Thomas E. MaCurdy, Doctoral Candidate

Grant 91-17-77-37
Project still in progress

Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; HOUSEHOLDS; LABOR SUPPLY; CONSUMPTION

The objective of this research is to construct an econometric model of labor supply which incorporates life cycle considerations and is consistent with the implications of econometric theory that a household formulates its decision in a lifetime setting. The household models of of labor supply, consumption, and saving integrated with the theory of finance will provide the theoretical framework.

To obtain more detail on individual factors the researcher will obtain the primary data base from the Michigan Panel Study of Income Dynamics. The use of panel data will enable him to identify and examine the impacts of labor supply of transitory versus permanent variations in income and wages.

This research is expected to offer insights into the behavior of workers under business cycle uncertainty and provide a clear picture of the time profile a household's labor supply allows over the life cycle. It will also provide the basis for the development of a theory of the shortrun aggregate labor supply curve.

5-117 HUSBANDS IN DUAL CAREER FAMILIES

UNIVERSITY OF CALIFORNIA
LOS ANGELES, CALIF.

Grant 91-06-76-08
Project completed fiscal year 1978

THE EMPLOYMENT BEHAVIOR OF HUSBANDS IN TWO-WORKER FAMILIES: AN EMPIRICAL INVESTIGATION

Dr. Marta Whitmer Mooney
September 1977

Report Descriptors: CAREER ASPIRATIONS; MOTIVATION; JOB PERFORMANCE; LABOR MARKET BEHAVIOR; CAREER PATTERNS; FAMILIES

NTIS PB273981/AS

***Ongoing project—final report not yet available.**

5-118 IDENTIFYING OPTIMAL GROUPS FOR JUDGMENTAL DECISIONS

NEW YORK UNIVERSITY
NEW YORK, N.Y.

Stephen A. Stumpf, Doctoral Candidate

Grant 91-36-77-45
Project completed fiscal year 1979

Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; EMPLOYER PRACTICES AND POLICIES; DECISIONMAKING

Judgmental decisions are often made by groups. This study investigated the correlation between the effectiveness of group decisions and the characteristics of group members, to develop guidelines for designing a judgmental decisionmaking (JDM) group. The investigator constructed a decision tree to identify the groups most effective at decisionmaking. He then used a laboratory experiment involving 108 groups in a balanced factorial design to test the decision tree and model.

The research showed that, in certain situations, some types of groups are significantly less effective than others. These groups were identified by the model, and the outcomes were successfully predicted. The dissertation argues that the results strongly affirm the importance of identifying a JDM group and how it functions. The results also suggest that prior research in this area could have been erroneously generalized to situations involving complex decisions. The model used in this study extends earlier research by specifying interactions not previously addressed systematically. Thus, it can assist managers in making decisions in a wide variety of situations.
September 1979

NTIS PB285866/AS

5-119* THE IMPACT OF CHILD SUPPORT ENFORCEMENT PROGRAM (P.L. 93-647) ON THE WELFARE DEPENDENCY OF FEMALE-HEADED FAMILIES IN LOW INCOME, HIGH UNEMPLOYMENT REGIONS: A CASE STUDY OF NEW BEDFORD, MASSACHUSETTS

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Janet M. Loneragan, Doctoral Candidate

Grant 91-25-78-49
Project still in progress

Descriptors: FAMILIES; AID TO FAMILIES WITH DEPENDENT CHILDREN; CHILD SUPPORT ENFORCEMENT PROGRAM; WOMEN; WELFARE LEGISLATION; WORK ATTITUDES

This study will examine the economic dependency of families headed by women resulting directly from economic desertion by the father. It is concerned with the delinquency of fathers in their child support obligations and the subsequent welfare dependency of their families. In spite of several legislative attempts since the 1940's to develop a comprehensive child support enforcement program, by 1973 only 34 percent of AFDC families with absent parents were covered by court orders or voluntary agreements on child support. Of these families, less than one-fifth were receiving full support payments from the absent parent, while more than half received no payments at all. In January 1975, however, Congress enacted a new title IV-D of the Social Security Act (Public Law 93-647), which mandated more aggressive child support enforcement at various levels of government. A system of penalties and incentives was introduced to insure that States and localities develop child support enforcement programs. A nationwide, computerized Parent Locator Service was established, and Federal agencies, including the Internal Revenue Service and the Social Security Administration were directed to provide any information they have on the location and income of absent fathers.

The researcher will try to determine the impact of child support enforcement efforts during the 1970's on the welfare dependency of AFDC families, and whether the most recent efforts have insured their economic independence over the longer run.

5-120* THE IMPACT OF FAMILY BACKGROUND, EDUCATIONAL CREDENTIALS, AND ACADEMIC ABILITY ON ATTAINING HIGH INCOME: A LONGITUDINAL ANALYSIS OF THREE POST-WAR COHORTS

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Paul W. Kingston, Doctoral Candidate

Grant 91-36-77-50
Project still in progress

Descriptors: CAREER PATTERNS; EDUCATIONAL ATTAINMENT; SOCIOLOGICAL FACTORS

This study will examine the educational-occupational progression that leads the offspring of affluent families into higher income careers. Various educational-occupational career paths, mediated by academic ability, will be considered as they pertain to the offspring of affluent families, compared with the offspring of lower and middle-income families. In addition, any changes over time in the progression of different income groups will be reviewed.

Analysis will be based on data from three longitudinal surveys, each of a separate postwar cohort. Samples will include 5,000 men who were first tested in 1943 at ages 18 to 26 years, 4,400 persons who graduated from college in June 1961, and a large sample of 1972 high school graduates.

The author suggests that results of the study may have policy implications for future affirmative action efforts directed at overcoming class-based obstacles to high-level career attainment.

5-121* Impact of Government Programs on Black Americans: 1947 to 1975

THE UNIVERSITY OF CHICAGO
CHICAGO, ILL.

Richard J. Butler, Doctoral Candidate

Grant 91-17-77-20
Project still in progress

Descriptors: INCOME DIFFERENTIALS; BLACKS; GOVERNMENT PROGRAM IMPACT; LABOR MARKET BEHAVIOR; LABOR DEMAND

This study will examine time series data on black-white income differentials to determine what role, if any, government policy has played in accounting for the recent increased use of black-white wage ratios that began in the middle 1960's. Unlike earlier studies that concentrated on only one aspect of the effect of government programs (the demand for black workers), this research will investigate both supply and demand effects of recent government activity on racial wage ratios.

Data for the study will include both published Current Population Survey (CPS) aggregate data and any disaggregated CPS data that can be found. Modern time series analysis techniques will be used, along with the standard econometric methods.

5-122 The Impact of Public Employee Unions on City Budgeting and Employee Remuneration: A Case Study of San Francisco

UNIVERSITY OF CALIFORNIA
BERKELEY, CALIF.

Harry C. Katz, Doctoral Candidate

Grant 91-06-77-02
Project completed fiscal year 1979

Descriptors: STATE AND LOCAL GOVERNMENTS; COLLECTIVE BARGAINING; UNIONS; WAGES

This doctoral research assessed the influence of public employee unions on rates of pay and personnel and budgetary allocations in the San Francisco city government. The researcher analyzed data on wage rates, pension benefits, and the distribution of wages for the city's work force over the past 32 years. He found that the effectiveness of public employee unions stemmed from the exercise of political influence rather than economic power derived from collective bargaining or strikes. The unions were effective because of their ability to secure passage of ballot measures favorable to their members and then obtain favorable interpretation of the resulting charter ordinances.
1977

NTIS PB274304/AS

5-123* The Impact of Screening on Earnings Profiles

HARVARD UNIVERSITY
BOSTON, MASS.

Danny Steinberg, Doctoral Candidate

Grant 91-25-77-18
Project still in progress

Descriptors: EARNINGS; INCOME; WAGES; MODELS; ECONOMIC ANALYSIS AND ECONOMETRICS

One objective of this study is to develop a complete structural model underlying the age-earnings profile. The model will be reformulated in continuous time and with continuous variable ability so that other stochastic structures can be explored and the link between conditional wage offers and supply behavior can be forged. Other empirical objectives are to investigate a series of hypotheses related to the model proposed as a statistical test, to describe the actual pattern of wage advancement that individuals experience in the course of their lifetimes, and to explain the patterns that emerge from these data.

Data are being derived from the Michigan Income Dynamics Survey, National Longitudinal Surveys, and the Social Security Administration's Longitudinal Experience Earnings Data Set.

5-124 The Impact of Sick Leave Provisions on Days Lost from Work and Medical Care Utilization for Specific Diseases

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Lynn Paringer, Doctoral Candidate

Grant 91-55-77-09
Project completed fiscal year 1979

Descriptors: HEALTH CARE; HEALTH; SICK LEAVE

This research investigated the determinants of work loss and use of medical care for specific illnesses. The investigator examined the effects of different economic, demographic, and health factors on the number of days an individual misses from work because of an illness and considered whether the effects of these variables change with the nature of the illness. The data source was the 1968 Health Interview Survey of the National Center for Health Statistics.

The findings suggest that economic variables such as income, earnings, and sick leave, plus age and occupation, are important determinants of the workdays lost, but their influence varies with the illness. The seriousness of the illness is the most important factor in the decision to seek medical care. Income also influences the demand for care, and there is some evidence that health insurance affects the demand for care of minor illnesses.

***Ongoing project—final report not yet available.**

DETERMINANTS OF WORK LOSS AND PHYSICIAN UTILIZATION FOR SPECIFIC ILLNESSES
June 1978

Report Descriptors: HEALTH CARE; SICK LEAVE; ABSENTEEISM; ECONOMIC ANALYSIS AND ECONOMETRICS

5-125* THE IMPACT OF THE UNEMPLOYMENT INSURANCE PROGRAM ON TEMPORARY LAY-OFFS

CORNELL UNIVERSITY
ITHACA, N.Y.

Barbara White, Doctoral Candidate

Grant 91-36-77-43
Project still in progress

Descriptors: UNEMPLOYMENT INSURANCE; MODELS; LAYOFFS

A model will be developed to measure the impact of unemployment insurance (UI) programs on worker's responses to temporary layoffs. The process by which firms decide on the occupational structure, duration, and extent of temporary layoffs will be analyzed. The primary focus will be on the impact of individual characteristics on layoff experience and the response of firms to changes in UI programs.

Econometric analysis will be utilized to determine the effect of UI programs and will draw on the Current Population Survey, the Annual Survey of Manufacturers, and the *Handbook of Labor Statistics*.

Results of this study should provide empirical data to assist policymakers in reducing unemployment resulting from temporary layoffs and increase understanding of the factors that contribute to a worker's layoff experience.

5-126 THE IMPACT OF THE WORK ENVIRONMENT ON LIFE OUTSIDE THE JOB: A STUDY OF THE BASIC INTERACTION BETWEEN WORK, ENVIRONMENT, AND THE PATTERNS AND DYNAMICS OF LEISURE-TIME ACTIVITIES

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Grant 91-25-75-17
Project completed fiscal year 1977

THE IMPACT OF THE WORK ENVIRONMENT ON LIFE OUTSIDE THE JOB: A STUDY OF THE RELATIONSHIP BETWEEN JOB CONTENT AND LEISURE ACTIVITY, POLITICAL PARTICIPATION, AND MENTAL STRAIN USING NATIONAL SURVEY DATA
Dr. Robert A. Karasek, Jr.
June 1976

Report Descriptors: DATA SOURCES AND USE; JOB SATISFACTION; LEISURE; LIFESTYLES; SOCIAL REINFORCEMENT; WORK ENVIRONMENT

NTIS PB263073/AS

5-127* THE IMPACT OF THE WORK INCENTIVE PROGRAM IN LOCAL LABOR MARKETS

BOSTON UNIVERSITY
BOSTON, MASS.

Herbert Kessel, Doctoral Candidate

Grant 91-25-76-52
Project still in progress

Descriptors: WORK INCENTIVE (WIN) PROGRAM; TRAINING EFFECTIVENESS AND IMPACT; ELASTICITY OF LABOR DEMAND; LABOR DEMAND

This study, assessing how people's work experiences are affected by participation in the Work Incentive (WIN) Program, is divided into two sections. The first is a statistical assessment of the impact of the WIN Program in local labor markets, focusing on the following issues: (1) The nature of WIN participants' work histories; (2) the impact of WIN on labor market experience, particularly on wages, hours worked, job tenure, and quality of jobs; (3) the determinants of post-WIN job retention and turnover. The second section is a case study of the operation of the WIN/JOBS Optional Program, a program designed to provide on-the-job training (OJT) to WIN participants.

A central hypothesis tested in this research is that the characteristics of particular jobs that WIN graduates enter are important in understanding the effectiveness of the program. Two different labor markets in Massachusetts were selected as sample areas in which to study the WIN Program: Worcester, a relatively stable and prosperous area, and New Bedford, an area that has been economically depressed for the last 25 years.

5-128 THE IMPACT OF UNION-NEGOTIATED JOB SECURITY PROVISIONS ON THE INTERINDUSTRY ALLOCATION OF LABOR

CORNELL UNIVERSITY
ITHACA, N.Y.

Grant 91-36-76-33
Project completed fiscal year 1977

THE IMPACT OF UNION-NEGOTIATED JOB SECURITY PROVISIONS ON LABOR TURNOVER AND LABOR MOBILITY
Dr. Richard N. Block
April 1977

Report Descriptors: UNEMPLOYMENT; UNIONIZATION; LABOR RELATIONS; MOBILITY; JOB RETENTION

NTIS PB266246/AS

5-129 Implementation of Job Design—With or Without Employee Participation?

YALE UNIVERSITY
NEW HAVEN, CONN.

Grant 91-09-75-34
Project completed fiscal year 1977

A COMPARISON OF THE EFFECTS OF JOB REDESIGN WITH OR WITHOUT EMPLOYEE PARTICIPATION

Dr. Irmtraud Streker
1976

Report Descriptors: JOB ANALYSIS; JOB SATISFACTION; MOTIVATION; WORKER UTILIZATION; WORKER PARTICIPATION IN MANAGEMENT

NTIS PB263525/AS

5-130* Importation of Labor Services in the U.S. Via Direct Foreign Investment

INDIANA UNIVERSITY FOUNDATION
BLOOMINGTON, IND.

Christopher Kwiecinski, Doctoral Candidate

Grant 91-18-77-03
Project still in progress

Descriptors: FOREIGN TRADE AND INVESTMENTS; HUMAN CAPITAL; IMPORTATION OF LABOR SERVICES

This project is analyzing direct foreign investment as a conduit for importing foreign labor services and as a means of exporting capital services. The major objectives are to estimate the actual extent of foreign employment in U.S.-controlled firms operating abroad and to assess the impact of growing imports of these labor services on U.S. domestic and international trade.

Data for 1957 and 1966, obtained from a variety of government and private sources, are being used in statistical and other analyses. Findings of the study are expected to be of use in policy deliberations on regulations to control the impact of foreign trade on domestic employment and commerce.

5-131 Individual Investments, Ecological Variables, and Regional Variations in Black-White Relative Economic Status

UNIVERSITY OF WASHINGTON
SEATTLE, WASH.

Grant 91-53-76-24
Project completed fiscal year 1977

INDIVIDUAL INVESTMENTS, ECOLOGICAL VARIABLES, AND BLACK-WHITE RELATIVE ECONOMIC STATUS: A CONTEXTUAL ANALYSIS OF STATUS ATTAINMENTS FOR BLACKS AND WHITES

Dr. Toby L. Parcel
1977

Report Descriptors: BLACK/WHITE; ECONOMIC STATUS; INCOME DIFFERENTIALS; GEOGRAPHIC MOBILITY; EDUCATION

NTIS PB274292/AS

5-132 Industrialization, Popular Responses, and the Uses of the American Political System: An Examination of Labor and Political Action in Communities of Diverse Economic and Social Character, 1880-1900

UNIVERSITY OF ROCHESTER
ROCHESTER, N.Y.

Grant 91-36-74-40
Project completed fiscal year 1977

WORKINGMEN'S DEMOCRACY: THE KNIGHTS OF LABOR IN LOCAL POLITICS, 1886-1896

Dr. Leon R. Fink
1977

Report Descriptors: POLITICAL ACTION INSTITUTIONS; UNIONIZATION; UNION IMPACT; INDUSTRIAL RELATIONS; TECHNOLOGY AND TECHNOLOGICAL CHANGE

NTIS PB276135/AS

5-133 Industrial Safety and Collective Bargaining: An Economic Analysis

UNIVERSITY OF WISCONSIN-MILWAUKEE
MILWAUKEE, WIS.

Grant 91-55-76-38
Project completed fiscal year 1978

Dr. Wayne R. Wendling
October 1977

Report Descriptors: COLLECTIVE BARGAINING; OCCUPATIONAL SAFETY AND HEALTH; UNIONS; WORK ENVIRONMENT

NTIS PB287556/AS

5-134 Inequality and Urban Crisis

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Grant 91-25-74-22
Project completed fiscal year 1977

***Ongoing project—final report not yet available.**

STUDIES IN URBAN ECONOMICS AND THE DISTRIBUTION OF INCOME

Dr. Sheldon H. Danziger
February 1976

Report Descriptors: EARNINGS; ECONOMIC ANALYSIS AND ECONOMETRICS; EDUCATION; BLACK/WHITE; URBAN AREAS; POVERTY AREAS

NTIS PB263549/AS

5-135* Influence of Mexican-American Family Patterns on Occupational Placement

THE UNIVERSITY OF NOTRE DAME
NOTRE DAME, IND.

Daniel Valdez, Doctoral Candidate

Grant 91-18-78-35
Project still in progress

Descriptors: FAMILIES; MEXICAN AMERICANS; SPANISH-SPEAKING AMERICANS; OCCUPATIONAL ASPIRATIONS

This study will investigate the influence of family patterns on the types of jobs obtained by young Mexican Americans from middle- and low-income families.

Interviewers will question a sample of 100 Mexican American families in East Chicago, Ind., who are of diverse socioeconomic status but similar in age and in having secondary school children and young adults present. Multiple regression techniques will be used to analyze the data.

The results of this study are expected to be useful to decisionmakers responsible for job-related policies and programs affecting Mexican Americans and should also be of value to local organizations and institutions working with Mexican American families.

5-136 Instrumental Determinants of Individual Job Performance, Satisfaction, and Participation: A Multidimensional Experimental Approach

UNIVERSITY OF WISCONSIN
MADISON, WIS.

Chris J. Berger, Doctoral Candidate

Grant 91-55-76-15
Project completed fiscal year 1979

Descriptors: WORK ATTITUDES; JOB SATISFACTION; MOTIVATION; INCENTIVES

This study of job performance and satisfaction compared the Operant Conditioning model (based on the theory of behavior as a consequence of previous rewards) and the Expectancy Theory model (regarding behavior as a result of perceived or anticipated likelihood of rewards). Using a factorial design, the investigator subjected participants to different combinations of: (1) High and low magnitudes of reward; (2) continuous vs. variable-ratio reward schedules; and (3) absence and presence of feedback on the quality of performance. The investigator examined the effects of each of these conditions on job satisfaction and quality and quantity of performance.

The study found that performance and satisfaction were higher when rewards were continuous rather than variable and when the reward was greater. Consequently, the results support both models and raise questions about the use of the operant model alone under complex organizational conditions.

AN EXAMINATION OF OPERANT CONDITIONING AND EXPECTANCY THEORY ACCOUNTS OF INSTRUMENTAL WORK BEHAVIOR AND SATISFACTION

October 1978

Report Descriptors: MOTIVATION; INCENTIVES; PRODUCTIVITY; JOB SATISFACTION

NTIS PB289462/AS

5-137 An Integrative Approach to Leadership

UNIVERSITY OF ILLINOIS
URBANA, ILL.

Grant 91-17-76-27
Project completed fiscal year 1977

AN INTEGRATIVE APPROACH TO THE STUDY OF LEADERSHIP: AN EMPIRICAL EXAMINATION AND THEORETICAL INTEGRATION

Dr. Robert P. Vecchio
1976

Report Descriptors: ATTITUDES; MODELS; ORGANIZATIONAL ENVIRONMENT

NTIS PB274267/AS

5-138* An Interdisciplinary Study of Decision Processes in Job Choice

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Sara L. Rynes, Doctoral Candidate

Grant 91-55-79-34
Project still in progress

Descriptors: EARNINGS; CAREER GOALS; OCCUPATIONAL INFORMATION; LABOR MARKET BEHAVIOR; JOB SEARCH; RECRUITMENT

This study will consider the reasons for job choices by investigating a number of variables that have not previously been assessed in any rigorous fashion. The study will use an econometric experimental design. The researcher will try to determine whether observed differences in integrative strategies and attributed importance are associated with: (1) Personal characteristics and individual perceptions; (2) different labor market characteristics; and (3) the nature of the response measure (dependent variable) used.

Results of these analyses may prove useful in locating more precisely the sources of discrepancies in previous research results. Additionally, the current study should suggest a number of variables that need to be considered in future investigations of job choice.

5-139 THE INTERGENERATIONAL TRANSMISSION OF OCCUPATIONAL STATUSES IN THE UNITED STATES

DUKE UNIVERSITY
DURHAM, N.C.

Richard J. Caston, Doctoral Candidate

Grant 91-37-78-19
Project completed fiscal year 1979

Descriptors: OCCUPATIONAL STATUS; OCCUPATIONAL STRUCTURE; EARNINGS; SOCIAL MOBILITY; SOCIAL STRUCTURE; STATUS

This study examined four dimensions of occupational status—power, prestige, wealth, and information (skills and knowledge)—in nationally representative samples for 1962 and 1973. The analysis was restricted to white men aged 20 to 64, in the experienced civilian labor force.

The average level of each dimension increased between the two years, suggesting that, on average, American workers are better off than they once were—probably as a result of changes in the occupational composition of the work force. However, the only decrease in the unequal distribution of workers along these dimensions was in information. Furthermore, the study found that occupational power was distributed far more unequally than were prestige, income, and information.

All four dimensions were closely related to a simple, overall concept of occupational status, although these relationships declined somewhat between the two dates. Overall occupational status was best indicated by information, followed by power, prestige, and wealth. Results suggest that the use of earnings as the sole measure of occupational status may be misleading and that power, especially in view of the inequality of its distribution, may be a more critical measure.

DIMENSIONS OF AMERICAN OCCUPATIONAL STATUSES IN TRANSITION: 1962-1973
1978

Report Descriptors: OCCUPATIONAL STATUS; EARNINGS; SOCIAL STRUCTURE; STATUS

NTIS PB295400/AS

5-140 INTERINDUSTRY WAGE DIFFERENTIALS AMONG UNIONIZED MOTORTRUCK DRIVERS FOR PRIVATE CARRIERS IN A LOCAL LABOR MARKET: A CASE STUDY

WAYNE STATE UNIVERSITY
DETROIT, MICH.

Grant 91-26-75-38
Project completed fiscal year 1977

INTERINDUSTRY WAGE DIFFERENTIALS AMONG UNIONIZED MOTORTRUCK DRIVERS IN A LOCAL LABOR MARKET: A CASE STUDY
Dr. Ira T. Kay
1976

Report Descriptors: WAGE DIFFERENTIALS; TRUCKING INDUSTRY; LABOR MARKET

NTIS PB274149/AS

5-141 INTERNAL MARKETS AND THE DEMAND FOR LABOR: AN ANALYSIS OF INTERINDUSTRY VARIATION IN THE SHORT RUN ADJUSTMENT OF EMPLOYMENT AND WAGES

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Kim B. Clark, Doctoral Candidate

Grant 91-25-77-36
Project completed fiscal year 1979

Descriptors: MODELS; ECONOMIC ANALYSIS AND ECONOMETRICS; EMPLOYMENT; LABOR DEMAND; WAGE STRUCTURE

This study examined the impact of unionization on productivity in the U.S. cement industry. It reached two main conclusions: (1) Unionization increases productivity on the order of 6 to 8 percent, if changes in the capital-labor ratio, the scale of operations, and other relevant determinants are controlled; and (2) the rise in productivity following unionization results from worker-management adjustments to changes brought about by the labor contract. Case studies suggest that management personnel and procedures change significantly in response to union pressure.

The magnitude of the union's effect on productivity is in line with its effect on wages. The analysis thus supports the conclusion that unions have no effect on unit labor costs. Their finding suggests that the impact of unionization on efficiency may be much different than previously supposed.

UNIONS AND PRODUCTIVITY IN THE CEMENT INDUSTRY
October 1978

Report Descriptors: UNIONIZATION; PRODUCTIVITY; INDUSTRIAL RELATIONS

NTIS PB287939/AS

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*Ongoing project—final report not yet available.

5-142* INVENTORY INVESTMENT AND THE SHORT-RUN DEMAND FOR LABOR

THE JOHNS HOPKINS UNIVERSITY
BALTIMORE, MD.

Robert J. Rossana, Doctoral Candidate

Grant 91-24-77-34
Project still in progress

Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; LABOR DEMAND; MODELS

This study will investigate two broad aspects of the interaction between inventories or unfilled orders and labor input in a dynamic theory of the firm. First, a theoretical framework will be developed for firms that produce only to stock and firms producing solely to order. This model will examine the determinants and interrelationships among employment, hours, and finished goods inventories. Second, an empirical investigation will be conducted using least square techniques on aggregate and two-digit industry data, from the *Manufacturers Shipments, Inventories and Order Series,* published by the U.S. Department of Commerce, and *Employment and Earnings*, published by the Bureau of Labor Statistics, to assess the ability of the model to explain movements in these variables. The model should contribute to the understanding of the response of employment, hours, and inventories to exogenous shocks, such as monetary and fiscal stimuli.

5-143* ISSUES IN UNEMPLOYMENT INSURANCE FINANCING: CROSS-SUBSIDIES AND INCENTIVES FOR LAYOFFS

PRINCETON UNIVERSITY
PRINCETON, N.J.

L. Denton Marks, Jr., Doctoral Candidate

Grant 91-34-78-52
Project still in progress

Descriptors: UNEMPLOYMENT INSURANCE; LAYOFFS; UNEMPLOYMENT; ECONOMIC ANALYSIS AND ECONOMETRICS; SUBSIDIES; TURNOVER

This study will analyze the size and sources of interindustry and interfirm subsidies resulting from incomplete experience ratings of a State unemployment insurance program. The researcher will estimate the extent to which an experience rating is incomplete (i.e., employee benefits do not equal employer contributions). Next, he will investigate the effect of the subsidies on labor turnover. One hypothesis to be tested is that incomplete experience ratings reduce the costs of layoffs for some firms and thus increase unemployment. The use of time series data permits estimation of these effects at different stages in the business cycle.

The researcher will use a new data set consisting of observations of firms in the New Jersey unemployment insurance program. Microdata have not previously been available for studying the effects of the method of financing unemployment insurance. The implications of the research are that, if the present method of financing unemployment insurance is increasing unemployment by subsidizing layoffs, it should be changed so as to discourage layoffs and reduce unemployment.

5-144 JOB INVOLVEMENT AS A MODERATOR OF THE EFFECTS OF JOB AND LIFE STRESS ON JOB-RELATED STRAIN

COLORADO STATE UNIVERSITY
FORT COLLINS, COLO.

Grant 91-08-75-21
Project completed fiscal year 1977

JOB STRAIN AS A FUNCTION OF JOB AND LIFE STRESSES

Dr. Jack N. Singer
1975

Report Descriptors: ADJUSTMENT; JOB SATISFACTION; ASPIRATIONS; ORGANIZATIONAL ENVIRONMENT; QUALITY OF EMPLOYMENT; MALE/FEMALE

NTIS PB243418/AS

5-145 JOB SEARCH AND QUIT BEHAVIOR OF EMPLOYED HOUSEHOLD HEADS

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Grant 91-26-75-19
Project completed fiscal year 1977

DETERMINANTS AND IMPLICATIONS OF JOB SEARCH AND QUIT ACTIVITY

Dr. Matthew Black
1976

Report Descriptors: DURATION OF UNEMPLOYMENT; ELASTICITY OF LABOR SUPPLY; HUMAN CAPITAL; INTERFIRM MOBILITY; JOB SEARCH; LABOR MOBILITY

NTIS PB276351/AS

5-146 JOB SEARCH BEHAVIOR: AN ANALYSIS OF THE DETERMINANTS OF JOB SEARCH DURATION

UNIVERSITY OF WASHINGTON
SEATTLE, WASH.

Grant 91-53-74-45
Project completed fiscal year 1977

JOB SEARCH BEHAVIOR: AN EMPIRICAL ANALYSIS OF UNEMPLOYMENT DURATION

Dr. Suresh Malhotra
June 1976

Report Descriptors: JOB SEARCH; DURATION OF UNEMPLOYMENT; ECONOMIC ANALYSIS AND ECONOMETRICS

NTIS PB267103/AS

5-147* Job Search Process: Its Efficiency and Effectiveness

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Mary Lynn Braswell, Doctoral Candidate

Grant 91-36-78-21
Project still in progress

Descriptors: JOB SEARCH; JOB INFORMATION SERVICE

The study will focus on the development of an interdisciplinary understanding of the job search process, by integrating the concerns of labor economics (functions of the labor market) and vocational psychology (careers of individuals).

Study samples will be selected from four occupational groups within the population of laid-off municipal employees in New York City. Comparisons will be made of search readiness, search strategies, different amounts of adjustment in wage and nonwage aspirations, and differences in occupational adjustment and duration of unemployment. The research design contemplates adjustments for the level of economic activity.

Findings should be relevant to programs and services aimed at helping people become employable and employed. Specifically the researcher hopes to provide: (1) Search strategies that lead to efficient and effective reemployment; (2) an efficient and inexpensive screening device for employment services; and (3) salient characteristics of the workers and search strategies associated with less satisfactory outcomes.

5-148 Jobs and Workers: A Study of the Employment Experience, Work-Related Attitudes, and Labor Market Behavior of Male Youth

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Grant 91-25-75-15
Project completed fiscal year 1977

JOBS AND WORKERS: A LABOR MARKET SEGMENTATION PERSPECTIVE ON THE WORK EXPERIENCE OF YOUNG MEN

Dr. Robert K. Buchele
May 1976

Report Descriptors: CAREER PATTERNS; DUAL LABOR MARKETS; LABOR FORCE BEHAVIOR; NATIONAL LONGITUDINAL SURVEYS; WORK ATTITUDES

NTIS PB273809/AS

5-149 The Labor Force Participation and Occupational Mobility of Married Women With Children in the United States: An Investigation of Cultural and Structural Factors

UNIVERSITY OF PENNSYLVANIA
PHILADELPHIA, PA.

Grant 91-42-73-33
Project completed fiscal year 1977

WORK ATTACHMENT AND HOME ROLE AMONG A COHORT OF AMERICAN WOMEN

Dr. Julia A. Ericksen
1976

Report Descriptors: WOMEN; NATIONAL LONGITUDINAL SURVEYS; LABOR FORCE PARTICIPATION; CHILDREN; LABOR FORCE BEHAVIOR

NTIS PB274343/AS

5-150* The Labor Force Participation and Fertility of Mothers: The Effect of Child Care Availability

COLUMBIA UNIVERSITY
NEW YORK, N. Y.

Liliane P. Floge, Doctoral Candidate

Grant 91-36-77-52
Project still in progress

Descriptors: MOTHERS; CHILD DAY CARE; LABOR FORCE PARTICIPATION

Research will focus on how the availability of child care affects women's labor force participation. It will also examine the efficiency of alternative theories in explaining the inverse relationship between women's fertility and labor force participation rates.

Data for the study will be drawn from a longitudinal survey of women in New York who had their first child in July of 1970, 1971, or 1972 and who were between 15 and 29 years of age at the time. The sample was drawn to include a representative cross section of women with respect to class, race, and marital status. Data analysis, incorporating numerous child-care, employment, demographic, and attitudinal variables, will be carried out using multiple regression techniques.

Findings of the study are expected to have implications for several areas of concern. They may permit improved estimates of the size of the potential but untapped female labor force, the extent to which child-care services may be needed, and the impact increased availability of child-care services might have on women's fertility and labor force participation.

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*Ongoing project—final report not yet available.

5-151* Labor in the Iron and Steel Industry: A Comparison of the U.S. and U.K.

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Bernard Elbaum, Doctoral Candidate

Grant 91-25-79-07
Project still in progress

Descriptors: COLLECTIVE BARGAINING; WAGES; STEEL INDUSTRY; INTERNAL LABOR MARKETS

This study is examining the relative impact of different forms of industrial relations arrangements on wages, labor allocation, and competitive performance in the iron and steel industries of the United States and Great Britain. Specifically, it will investigate the origins of internal labor markets (units, such as manufacturing plants, where labor's pay and allocation are governed by administrative rules and procedures) in the iron and steel industry and the particular importance of specific training and management policy, comparing U.S. and British experience.

Data for analysis will be drawn from a number of industry, union, and government sources, including the U.S. Bureau of Labor Statistics, the U.S. Bureau of the Census for its Census of Manufacturers and the Annual Survey of Manufacturers, the American Iron and Steel Institute, the British Iron and Steel Federation, and the British Steel Corporation.

The findings of this research are expected to contribute to a better understanding of the origins and characteristics of internal labor markets, which may aid public policy in restructuring secondary employment or in seeking affirmative action. Analysis of wage setting and productivity relations in iron and steel may also shed light on the inflationary process.

5-152* Labor-Management Productivity Programs: Their Operation and Effect On Employment and Productivity

SYRACUSE UNIVERSITY
SYRACUSE, N.Y.

Michael H. Schuster, Doctoral Candidate

Grant 91-36-79-10
Project still in progress

Descriptors: EFFECTIVENESS OF PROGRAMS; PRODUCTIVITY; INDUSTRIAL RELATIONS; ECONOMIC ANALYSIS AND ECONOMETRICS

This research will investigate the operation and effects of joint labor-management productivity programs. It will be divided into two parts. In the first part, the researcher will analyse the outcomes of these programs and, in the second, try to identify the factors that make them effective.

The researcher will select matched samples of firms that have productivity programs and unionized firms in the same industry that do not. He will then visit these firms to interview company representatives and examine company records and applicable provisions of collective-bargaining agreements. The analysis of this information will involve a number of comparisons between the firms that do and do not have productivity programs and evaluations of the programs surveyed.

5-153* The Labor Market Behavior of Migrant and Seasonal Farmworkers

THE UNIVERSITY OF TEXAS
AUSTIN, TEX.

Benjamin N. Matta, Jr., Doctoral Candidate

Grant 91-48-78-47
Project still in progress

Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; FARMWORKERS; CETA PROGRAMS; LABOR MARKET BEHAVIOR; EMPLOYMENT; EARNINGS

This dissertation will examine an existing data base, *The Hired Farm Working Force in 1975*, prepared by the Economic Research Service of the U.S. Department of Agriculture. The researcher will use tapes prepared from that survey to conduct an econometric analysis of the socioeconomic and sociodemographic influences on employment and earnings patterns in the hired farmworker market. The inquiry will concentrate on migratory status, employment duration, and earnings. The analysis will involve a set of four equations that form a model of the hypothesized relationships—two linear equations that determine the probability of migratory status and the probability of major activity in the hired farmworker market and two equations for employment duration and earnings.

The study will attempt to precisely define specific groups of individuals—or segments of interest to CETA—within the hired farmworker population. Present CETA farmworker programs have two goals. One is to provide alternative employment for those who want to settle out of hired farm work. The other is to upgrade the farm-related skills of those who wish to remain in farm occupations but face the threat of skill obsolesence because of technological change. The present study is expected to shed light on the proper focus of these programs by specifying particular roles and associated characteristics of such groups as migrants, casual or seasonal workers, multiple jobholders, and those who work only at farm jobs.

5-154* The Labor Market for Ph.D. Economists

VANDERBILT UNIVERSITY
NASHVILLE, TENN.

Charles E. Scott, Doctoral Candidate

Grant 91-47-76-46
Project still in progress

Descriptors: ECONOMISTS; DOCTORAL DEGREES; JOB SEARCH

This study is exploring the labor market for Ph.D. economists in an effort to assist educators and government policymakers in alleviating disequilibrium in the market. By identifying the pattern of employment for economists, it is hoped that manpower planners, universities, and professional schools will be able to guide training to better fit the fluctuation of supply and demand and help individuals avoid costly mistakes in human capital decisions.

The study involves an analysis of time series data on the output of Ph.D.'s from universities, their starting salaries, and other measures of market demand.

5-155* Labor Sectors and the Status Attainment Process: Race and Sex Comparisons

DUKE UNIVERSITY
DURHAM, N.C.

Alan A. Parrow, Doctoral Candidate

Grant 91-37-79-08
Project still in progress

Descriptors: INCOME DIFFERENTIALS; LABOR MARKET INFORMATION; OCCUPATIONAL STATUS; OCCUPATIONAL STRUCTURE; NATIONAL LONGITUDINAL SURVEYS

Black/white and male/female differentials in income and status persist in our society. Debate continues as to whether policies designed to achieve equality should be geared to individual characteristics such as education and training or to the occupational structure of the U.S. economy itself. This research will attempt to add to the knowledge of occupational attainment and mobility by race, sex, and labor market sector.

Data from the National Longitudinal Surveys of young men and young women will be used. In addition to traditional human capital variables, measures of perceived discrimination and knowledge of occupational opportunities and rewards will be used to explain race and sex differences in occupational and income attainments.

5-156 Labor Supply Behavior of Single Women with Children

RUTGERS UNIVERSITY
NEW BRUNSWICK, N.J.

Grant 91-34-77-53
Project completed fiscal year 1978

LABOR SUPPLY BEHAVIOR OF FEMALE HEADS OF HOUSEHOLDS: EXTENDING THE CLASSICAL MODEL TO A DYNAMIC FRAMEWORK

Dr. Andrew W. Braunstein
May 1978

Report Descriptors: WOMEN; LABOR SUPPLY; INCOME; WORK SCHEDULES; MODELS; ECONOMIC ANALYSIS AND ECONOMETRICS

NTIS PB284395/AS

5-157* Labor Utilization and the Assimilation of Asian Americans

THE UNIVERSITY OF CHICAGO
CHICAGO, ILL.

Angelina H. Li, Doctoral Candidate

Grant 91-17-77-48
Project still in progress

Descriptors: IMMIGRANTS; UNDEREMPLOYMENT; ASSIMILATION; DISCRIMINATION

The study will explore underemployment among Asian Americans, concentrating on such variables as hours worked per week, income, and disparities between education and occupational attainment. The study will examine differences in underemployment between recent and more established immigrants and between second- and third-generation Asian Americans and other minority groups.

Data for the study will be drawn from four sources: (1) The 1-percent Public Use Sample of the 1960 and 1970 censuses; (2) published tabulations and special reports of the two censuses; (3) published tabulations from the Current Population Survey; and (4) data from unpublished dissertations on underemployment among whites and blacks in 1970. The researcher will test several hypotheses pertaining to cultural differences, discrimination, acculturation, and structural underemployment of Asian Americans.

The research should contribute to increased understanding of Asian Americans' adjustment to the U.S. labor market. Additionally, it is expected to shed light on underemployment generally and to have policy implications for employment and training agencies.

5-158 Layoffs and Other Turnover Flows: Industry Differences and the Role of Fixed Employment Costs

UNIVERSITY OF CALIFORNIA
BERKELEY, CALIF.

Grant 91-06-76-22
Project completed fiscal year 1978

Dr. Harry C. Benham
June 1978

Report Descriptors: ECONOMIC FORECASTING; LABOR DEMAND; LABOR SUPPLY; UNEMPLOYMENT; WORKER UTILIZATION; ECONOMIC ANALYSIS AND ECONOMETRICS

NTIS PB284430/AS

***Ongoing project—final report not yet available.**

5-159 A LIFE-CYCLE ANALYSIS OF THE LABOR MARKET RETURN TO HUMAN CAPITAL

THE JOHNS HOPKINS UNIVERSITY
BALTIMORE, MD.

Grant 91-24-76-10
Project completed fiscal year 1977

SOCIAL BACKGROUND, SCHOOLING, AND LABOR MARKET EXPERIENCES: THE REPRODUCTION OF SOCIOECONOMIC INEQUALITY FROM GENERATION TO GENERATION

Dr. Larry J. Griffin
1976

Report Descriptors: HUMAN CAPITAL; LABOR MARKET; JOB SATISFACTION; EARNINGS; OCCUPATIONAL STATUS

NTIS PB263159/AS

5-160 A LIFE-CYCLE MODEL OF PENSIONS

THE JOHNS HOPKINS UNIVERSITY
BALTIMORE, MARYLAND

Grant 91-24-76-06
Project completed fiscal year 1978

SOCIAL SECURITY, INTEREST RATES, AND LIFE CYCLE CONSUMPTION

Dr. Sheldon Stein
July 1978

Report Descriptors: CONSUMPTION; PENSIONS; SOCIAL SECURITY

NTIS PB284584/AS

5-161 LOCAL GOVERNMENT AND MANPOWER PROGRAMS FOR THE DISADVANTAGED: AN EVALUATION OF THE IMPACT OF THE PORTLAND CONCENTRATED EMPLOYMENT PROGRAM

PORTLAND STATE UNIVERSITY
PORTLAND, OREG.

Grant 91-41-75-16
Project completed fiscal year 1977

Dr. Lois Farrer Copperman
1976

Report Descriptors: TRAINING EFFECTIVENESS AND IMPACT; INCOME; DISADVANTAGED; CONCENTRATED EMPLOYMENT PROGRAM

NTIS PB273786/AS

5-162* A LONGITUDINAL INVESTIGATION OF THE EFFECTS OF SOCIAL INFLUENCE ON PERCEPTIONS OF AND RESPONSES TO WORK

THE UNIVERSITY OF ILLINOIS
URBANA, ILL.

Mary D. Zalesny, Doctoral Candidate

Grant 91-17-79-48
Project still in progress

Descriptors: JOB ANALYSIS; WORK ATTITUDES; ECONOMIC ANALYSIS AND ECONOMETRICS

This research will use a longitudinal design to assess the staying power of job enrichment and social influences in the job environment. The researcher will use a simulated work environment in measuring the persistence of social cues in individual judgements about the work and show training films to investigate the transmission of cues across three generations of subjects.

Findings of the study are expected to have implications for predicting the effects of training procedures and work design on the responses of employees to their work.

5-163 MALE-FEMALE DIMENSIONS OF OCCUPATIONAL PRESTIGE

CORNELL UNIVERSITY
ITHACA, N.Y.

Janice A. Olson, Doctoral Candidate

Grant 91-36-76-42
Project completed fiscal year 1979

Descriptors: MALE/FEMALE; OCCUPATIONAL STATUS; HOUSEKEEPERS; QUESTIONNAIRE

This study used census data and information obtained from interviews to compare the prestige rankings of men and women holding jobs covered by 100 census-matched occupational titles and of housewives. Major results of the analysis are that: (1) Differences in male and female prestige scores are a function of occupational sextyping, but the importance of sextyping is not uniform across all occupations; (2) the earnings, educational requirements, and sex composition of occupations are not directly related to the prestige of men and women working in these fields; (3) housewives are assigned above-average prestige; and (4) there are important differences among subgroups in the prestige scores assigned to housewives.

GENDER EFFECTS ON OCCUPATIONAL PRESTIGE

October 1979

Report Descriptors: MALE/FEMALE; OCCUPATIONAL STATUS; HOUSEKEEPERS; QUESTIONNAIRE; SOCIOECONOMIC STATUS; SURVEYS

NTIS PB288271/AS

5-164 Management by Objectives: Effects of Superior's Evaluation Policies on Subordinates' Motivation and Performance

NEW YORK UNIVERSITY
NEW YORK, N.Y.

Grant 91-36-76-09
Project completed fiscal year 1977

Dr. Philip J. Manhart
June 1977

Report Descriptors: MANAGEMENT EFFECTIVENESS; INCENTIVES; PRODUCTIVITY; ASSESSMENT AND EVALUATION; MOTIVATION

NTIS PB274322/AS

5-165 Manpower Impact and Problems of Mexican Illegal Aliens in an Urban Labor Market

UNIVERSITY OF ILLINOIS
URBANA, ILL.

Grant 91-17-75-20
Project completed fiscal year 1977

Dr. Gilbert Cardenas
December 1976

Report Descriptors: IMMIGRANTS; ALIENS; MEXICAN AMERICANS; ASSIMILATION; DUAL LABOR MARKETS; LABOR CERTIFICATION PROGRAM

NTIS PB266248/AS

5-166* Marital Mobility Constraints on Women's Occupational Mobility

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Nancy E. Dunton, Doctoral Candidate

Grant 91-55-78-08
Project still in progress

Descriptors: WOMEN'S OCCUPATIONS; OCCUPATIONAL MOBILITY; WOMEN

The researcher will assess the constraints placed upon the female labor force entry and occupational mobility by marriage and marital mobility (status acquired through husband's occupation). The idea that women have two principal avenues of attaining their social status through marriage and labor force activity will be investigated. Analyses will compare occupational and marital mobility and determine if employment in various occupational categories will change the mobility pattern. The researcher will analyze the influence of demographic and sociological factors on the previous decisions of women to choose either marriage or labor force activity, or both.

Data will be drawn from a 1957 study of a cohort of Wisconsin high school seniors. A one-third random sample of this cohort, conducted in 1964 and 1975 will also be used to gain information on occupational and educational attainments.

5-167 Marital Status Transition and Labor Force Readjustments: An Analysis of Female Heads of Families

WASHINGTON UNIVERSITY
ST. LOUIS, MO.

Grant 91-29-76-21
Project completed fiscal year 1977

Dr. Linda S. Rosenman
February 1977

Report Descriptors: ADJUSTMENT; LABOR FORCE PARTICIPATION; NATIONAL LONGITUDINAL SURVEYS; WOMEN; FAMILIES

NTIS PB273767/AS

5-168* Maternal Employment and School Adjustment

UNIVERSITY OF NORTH CAROLINA
CHAPEL HILL, N.C.

Anita Farel, Doctoral Candidate

Grant 91-37-78-30
Project still in progress

Descriptors: ATTITUDES; MOTHERS; JOB SATISFACTION

This research will investigate the relationship between maternal employment and the child's adjustment to school as well as the relationship among four sets of variables: (1) Sociodemographic variables related to the mother and the child; (2) child-care arrangement variables; (3) the mother's attitude toward employment; and (4) conditions surrounding the mother's employment.

Multiple regression techniques will test the specified hypotheses, using a number of teachers' rating scales and responses to a questionnaire administered to a sample of 212 mothers that measures attitudes toward the maternal role and work.

It is anticipated that the study may prove helpful in evaluating the extent to which current social policies are designed to meet the special needs of different groups of women and their families.

5-169 The Measurement of Alienation and Its Causes Through the Use of Behaviorally Anchored Rating Scales

UNIVERSITY OF MINNESOTA
MINNEAPOLIS, MINN.

***Ongoing project—final report not yet available.**

Grant 91-27-74-08
Project completed fiscal year 1977

THE DEVELOPMENT OF RATING SCALES TO MEASURE BEHAVIORS ASSOCIATED WITH WORKER ALIENATION AND THEIR PERCEIVED CAUSES

Dr. Michael A. Hopp
December 1976

Report Descriptors: ALIENATION; MOTIVATION; ATTITUDES; BEHAVIOR SCALES; QUESTIONNAIRE

NTIS PB263286/AS

5-170 A MICROECONOMIC MODEL OF THE DISTRIBUTION OF LABOR INCOME: ECONOMETRIC ESTIMATION AND APPLICATION

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Grant 91-25-75-29
Project completed fiscal year 1977

Dr. Halbert White, Jr.
June 1976

Report Descriptors: HUMAN CAPITAL; WAGES; RETURNS ON EDUCATIONAL INVESTMENT; EDUCATIONAL ATTAINMENT

NTIS PB274311/AS

5-171* THE NET EMPLOYMENT IMPACT AND THE DETERMINANTS OF THE UTILIZATION OF THE FEDERAL EMPLOYMENT TAX CREDIT

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Robert Tannewald, Doctoral Candidate

Grant 91-25-79-05
Project still in progress

Descriptors: LABOR DEMAND; EMPLOYMENT POLICY; TAXES; UNEMPLOYMENT/INFLATION TRADEOFF; INCENTIVES; MACROLEVEL ANALYSIS

The employment tax credit is a potentially important policy tool for alleviating unemployment. One of the problems involved with such a tax credit, though, is the difficulty of correctly evaluating its effects.

A sample of 2,000 Wisconsin firms, representing 20 to 30 different industries, is being surveyed on the extent to which they used the employment tax credit in 1977 and 1978. Econometric analysis will be used to estimate both the extent of employment gains resulting from the tax credit and the reasons why firms differ in their use of the credit. To supplement the surveys, the investigator will interview officials at a subsample of 25 to 30 of the firms.

5-172* OCCUPATIONAL DIFFERENTIATION BY SEX: AN INTERNATIONAL COMPARISON

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Katharine A. Gaskin, Doctoral Candidate

Grant 91-26-78-26
Project still in progress

Descriptors: OCCUPATIONAL STRUCTURE; OCCUPATIONAL CLASSIFICATION; WOMEN

The primary aim of this research is to measure and compare detailed occupational differences by sex between the United States and other advanced industrial countries. Two conceptual headings—segregation and sextyping—will be examined. Segregation refers to the degree of similarity or dissimilarity of female and male distributions over the entire occupational structure. Sextyping refers to the idea that occupations develop dominant sex labels.

An extensive descriptive analysis will be performed. Matching of detailed occupational classifications from 1960 census data will be carried out for four to six advanced industrial nations, chiefly in Western and Northern Europe and North America.

It is expected this exploratory study will provide further insight into the problem of sex segregation as it affects income inequality.

5-173* OCCUPATIONAL DISEASE COMPENSATION AND PREVENTION: AN EVALUATION OF THE FEDERAL BLACK LUNG PROGRAM IN WEST VIRGINIA

BRANDEIS UNIVERSITY
WALTHAM, MASS.

Barbara Ellen Smith, Doctoral Candidate

Grant 91-25-79-09
Project still in progress

Descriptors: OCCUPATIONAL SAFETY AND HEALTH; BLACK LUNG BENEFITS ACT (1972); ASSESSMENT AND EVALUATION; MINING; WEST VIRGINIA

This research is examining the efforts of disabled coal miners and their families to obtain compensatory payments for black lung disablities. The study will concentrate on the experiences of the leading activists in tracing the history of the black lung movement. It will consider early efforts to promote recognition of the widespread disability resulting from coal workers' pneumoconiosis (CWP, or black lung), continued efforts to bring about remedial action from the State of West Virginia and the Federal Government, and the perceptions of black lung leaders about the strengths, as well as the inequities, of the Federal compensation program.

Data will be obtained from indepth personal interviews with 35 leaders and most consistent activists in the black lung movement. The investigator will construct a longitudinal profile of social and economic changes in the eight major coal-producing counties of southern West Virginia from 1950 to 1970, using data from the U.S. Bureau of the Census and Bureau of Labor Statistics.

It is anticipated that information resulting from this research will be useful to those within the industry, the union, and the government who are concerned about stabilizing the labor force in this vital industry.

5-174 OCCUPATIONAL LICENSURE OF ALLIED HEALTH MANPOWER: EFFECTS ON COSTS AND EMPLOYMENT OPPORTUNITIES AND HISTORICAL SPREAD IN THE HEALTH SECTOR

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Grant 91-25-73-31
Project completed fiscal year 1977

OCCUPATIONAL LICENSURE AND THE LABOR MARKET FOR CLINICAL LABORATORY PERSONNEL 1900-1973

Dr. William D. White
July 1975

Report Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; OCCUPATIONAL LICENSING; HEALTH OCCUPATIONS; INTERNAL LABOR MARKETS

NTIS PB276116/AS

5-175* THE OCCUPATIONAL MATRIX: AN EXPLORATORY ANALYSIS OF THE SITUS-PRESTIGE AND INDUSTRY-PRESTIGE DISTRIBUTIONS OF FOUR WHITE ETHNIC GROUPS

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Wendy Worth, Doctoral Candidate

Grant 91-36-79-28
Project still in progress

Descriptors: MINORITIES; OCCUPATIONAL CHOICE; DISCRIMINATION; LABOR MARKET INFORMATION; LABOR MOBILITY; ETHNIC GROUPS

This study will investigate the relationship between ethnicity and type of work. It will describe the jobs, industries, and levels of work in which Irish Catholics, Italian Catholics, Polish Catholics, and Jews tend to be concentrated and try to examine some of the factors that influence or modify these concentrations. To do so, the investigator will carry out various types of multivariate analysis on data from the 1976 Survey of Income and Education.

The study is expected to yield insights into the effects of ethnicity, region, and discrimination on occupational choice. It should also contribute to understanding how job information and job networks affect labor force behavior.

5-176* OCCUPATIONAL MOBILITY IN A DUAL ECONOMY

THE UNIVERSITY OF GEORGIA
ATHENS, GA.

Charles M. Tolbert, III, Doctoral Candidate

Grant 91-13-79-04
Project still in progress

Descriptors: HUMAN CAPITAL; OCCUPATIONAL STRUCTURE; OCCUPATIONAL MOBILITY

This study is exploring the utility of dual economy theory in research on occupational mobility. Central to this theory is a division of the economy into an oligopolistic component in which large firms dominate business activity (the "core" sector) and a competitive component (the "periphery" sector). Within each sector, individual characteristics are believed to operate differently, producing different rates of return to income and different patterns of occupational mobility.

The analysis deals first with the intergenerational transmission of sectoral location and its effect on mobility chances, using information from the Occupational Changes in a Generation survey conducted in 1972. The second portion of the research will concentrate on occupational mobility over the career of workers. The National Longitudinal Survey of middle-aged men will be used in this study of career patterns. Occupational transition probabilities between various sector/occupation categories will be analyzed by multidimensional scaling to detect underlying structure in the mobility patterns.

Study results are expected to provide new information on intergenerational mobility.

5-177 OCCUPATIONAL SEGREGATION BY SEX: AN ANALYSIS OF THE DETERMINANTS OF THE OCCUPATIONAL SEX COMPOSITION AMONG FEMALE WORKERS

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Grant 91-26-77-04
Project completed fiscal year 1978

Dr. Jennifer H. Madans
1978

Report Descriptors: WOMEN; OCCUPATIONAL CHOICE; DUAL LABOR MARKETS; SEX DISCRIMINATION; DUAL CAREERS; NATIONAL LONGITUDINAL SURVEYS

NTIS PB283206/AS

5-178 THE OCCUPATIONAL SOCIALIZATION OF POLICE

CLAREMONT GRADUATE SCHOOL
CLAREMONT, CALIF.

Grant 91-06-75-25
Project completed fiscal year 1977

***Ongoing project—final report not yet available.**

Dr. Ilana Hadar
1977

Report Descriptors: POLICE; WORK ATTITUDES; MOTIVATION; JOB SATISFACTION

NTIS PB276276/AS

5-179 THE OCCUPATIONAL SUCCESS OF YOUNG WOMEN

UNIVERSITY OF CALIFORNIA
BERKELEY, CALIF.

Daniel W. Boothby, Doctoral Candidate

Grant 91-06-77-32
Project completed fiscal year 1979

Descriptors: YOUNG WOMEN; SEX DISCRIMINATION; WAGE DIFFERENTIALS; NATIONAL LONGITUDINAL SURVEYS

Women who work in the labor market earn less than men and tend to be employed in a small number of occupations with largely female work forces. Economists advance three explanations for these conditions, all linking women's low pay to their occupational concentration: (1) Women plan to withdraw from the labor force for an extended period in order to raise children. Hence they invest less time, effort and money in acquiring job skills than do men; consequently, women are paid less and are concentrated in less skilled occupations. (2) Women are discriminated against in pay and in entry to jobs other than certain "women's occupations."(3) Women's socialization results in their lower pay and occupational concentration, either directly or indirectly through effects on their career decisions.

This study evaluates the explanatory power of these three theories. The researcher estimated a simultaneous equations model of women's employment, child-bearing, and educational decisions, using data from the National Longitudinal Survey (NLS) panel of young women. He also estimated earnings equations for this sample and for a brother-sister sample drawn from the NLS panels of young women and men and determinants of schooling for the brother-sister sample.

From this research, the author draws the following conclusions: (1) Commitment to labor market work is an important determinant of which women get the best jobs, but not of sex differences in income and occupation. (2) Sexual socialization has important indirect effects on women's earnings and occupations through its effect on their educational and childbearing decisions. (3) Discrimination is an important cause of sex differences in earnings and occupations.

THE DETERMINANTS OF EARNINGS AND OCCUPATION FOR YOUNG WOMEN

September 1978

Report Descriptors: YOUNG WOMEN; EARNINGS; EDUCATION; STATUS; LONGITUDINAL SURVEYS

NTIS PB286104/AS

5-180 OFF-FARM LABOR SUPPLY AND EARNINGS OF FARM FAMILIES

UNIVERSITY OF CHICAGO
CHICAGO, ILL.

Daniel A. Sumner, Doctoral Candidate

Grant 91-17-76-65
Project completed fiscal year 1979

Descriptors: LABOR MARKET BEHAVIOR; RURAL AREAS; AGRICULTURAL COMMUNITIES

Among the most significant changes in U.S. agriculture over the last quarter century have been the great increase in the amount of time farmers have allocated to off-farm employment and the associated increase in earnings from the off-farm work of farm family members. This study investigated the allocation of time and earnings of farm families.

A theoretical model of time allocation was developed and then tested empirically, to explain variations in off-farm job holding and hours of work among a cross section of Illinois farm families. Farming, off-farm work, and nonwork activities were all considered in the model.

Results indicated that the pattern of off-farm work involves a quadratic age profile with a peak around age 40. The study also found that farmers are quite responsive to their potential off-farm wage in allocating their worktime and that more schooling increases the amount of off-farm work.

LABOR SUPPLY AND EARNINGS OF FARM FAMILIES WITH EMPHASIS ON OFF-FARM WORK

March 1978

Report Descriptors: RURAL AREAS; AGRICULTURAL COMMUNITIES; LABOR MARKET BEHAVIOR; ECONOMIC ANALYSIS AND ECONOMETRICS

NTIS PB292035/AS

5-181* ORGANIZATIONAL SOCIALIZATION: THE IMPACT OF SOCIALIZATION AGENT NETWORK CHARACTERISTICS UPON NEW MEMBER RESPONSE PATTERNS

NORTHWESTERN UNIVERSITY
EVANSTON, ILL.

Roy W. Hinton, Doctoral Candidate

Grant 91-17-79-03
Project still in progress

Descriptors: ATTITUDES; ROLE CONFLICT; ORGANIZATIONAL PATTERNS

A common theme of organizational socialization theory and research is that individual change is the result of interactions with others. The purpose of this research is to discover how various characteristics of socialization agents (those seeking to influence a new member) affect the new member's response.

The analysis will be based on a longitudinal field study of 150 participants joining the naval reserves over a 6-month period. Data are being collected from each participant at entry and after 2, 4, and 6 months. Each is being asked to list the persons who are important in determining how he or she does the reserve job. Data will then be collected from these persons (the new member's socialization agent network). Statistical techniques used to analyze the data will include multivariate analysis of variance, multiple regression analysis, path analysis, and factor analysis.

This study seeks to reduce the gap between theory and empirical research in this area. A longitudinal design with experimental manipulation of relevant treatment variables should contribute to a better understanding of the organizational socialization process by helping to resolve some of the conflicting assumptions made by theorists in this area. In addition, the information obtained should enable organizations to improve efforts to help new members acquire the knowledge, skills, attitudes, and values needed to fulfill their organizational roles.

5-182* The Origins of Southern Labor: White Workers in Southern Textile Factories, 1850-1880

YALE UNIVERSITY
NEW HAVEN, CONN.

David C. Ward, Doctoral Candidate

Grant 91-09-79-35
Project still in progress

Descriptors: TEXTILE INDUSTRY; LABOR FORCE PARTICIPATION; NORTH CAROLINA; SOUTH CAROLINA; GEORGIA

This study will trace the experiences of white textile factory workers in three areas of the South from 1850 to 1880. Using the decennial censuses and company, land, tax, city, county, and church records, the candidate will attempt to reconstruct the history of the labor and social life of lower class whites in southern factory towns.

Information obtained from this study is expected to contribute to a better understanding of the cultural, social, and economic forces that may influence the current attitudes and views of southern workers on issues and trends in labor policy.

5-183 Overeducation in the U. S. Labor Market: Implications for Postsecondary Educational Policy

STANFORD UNIVERSITY
STANFORD, CALIF.

Grant 91-06-77-23
Project completed fiscal year 1978

OVEREDUCATION IN THE U.S. LABOR MARKET

Dr. Russell W. Rumberger
July 1978

Report Descriptors: CAREER PATTERNS; UPGRADING; JOB ANALYSIS; HUMAN CAPITAL; EDUCATIONAL ATTAINMENT

NTIS PB288241/AS

5-184 Part-Time Employment: A Study of the Relative Impact of Task and Temporal Factors on Workers' Effectiveness

YALE UNIVERSITY
NEW HAVEN, CONN.

Judith Mintz, Doctoral Candidate

Grant 91-09-76-05
Project completed fiscal year 1979

Descriptors: JOB PERFORMANCE; JOB STRUCTURE; PART-TIME EMPLOYMENT; PRODUCTIVITY

This research explored the effectiveness and use of part-time employment. This issue is especially relevant to the job needs of many women, particularly mothers, who often are available only for part-time work. The investigator hypothesized that, in certain occupations, two part-time employees would accomplish more than one full-time employee would.

To test this hypothesis, a 3-day laboratory simulation involving 57 women compared the work products of 1 full-time employee and of 2 part-time employees. Quality and quantity of work and job satisfaction were considered in the comparison.

The results suggest that part-time workers can be as effective as those working full time if they do not have fragmented task assignments. In addition, there is some evidence that part-timers are more satisfied with their work than are full-timers. Task complexity appeared to be another critical variable.

PART-TIME WORK: THE EFFECT OF FRAGMENTATION ON EMPLOYEES

October 1978

Report Descriptors: JOB PERFORMANCE; JOB STRUCTURE; PART-TIME EMPLOYMENT; PRODUCTIVITY; JOB SATISFACTION

NTIS PB289252/AS

5-185 The Pattern of Women's Labor Supply

WASHINGTON UNIVERSITY
ST. LOUIS, MO.

Donald A. Larson, Doctoral Candidate

Grant 91-29-76-62
Project completed fiscal year 1979

Descriptors: PART-TIME EMPLOYMENT; LABOR SUPPLY; WOMEN; WOMEN'S OCCUPATIONS

This study developed a theoretical model of time allocation based on the relationship between weeks and

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***Ongoing project—final report not yet available.**

hours of work and two distinct types of nonwork time—installment time routinely used for such purposes as sleeping and doing household chores and occasional time, devoted to other activities. By construction, an individual's demand for installment and occasional time determines his or her supply of weeks and hours of work.

The researcher estimated equations determining the wage equivalents and quantities of the two types of nonmarket time, using data from the National Longitudinal Survey of the work experience of mature women. From the estimates of demand for nonmarket time, he inferred values of the parameters of the associated labor supply functions. The evidence confirms the hypothesis that married women are concerned with alternative patterns of market and nonmarket time. In addition, the study shows that such factors as the presence and age of children are systematically related to work patterns. In contrast, the researcher could not demonstrate that wages of the sample are significantly influenced by either weeks or hours worked.

THE COMPONENTS OF NON-MARKET TIME AND FEMALE LABOR SUPPLY PATTERNS
August 1979

NTIS PB298536/AS

5-186 POVERTY, POLITICS, AND RELIEF: A STUDY OF PUBLIC WELFARE AND LOW-WAGE LABOR MARKETS IN BOSTON, 1922-1972

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
BOSTON, MASS.

Grant 91-25-73-17
Project completed fiscal year 1978

THE ECONOMIC AND POLITICAL CAUSES OF THE "WELFARE CRISIS"
Dr. Martin R. Holmer
June 1978

Report Descriptors: AID TO FAMILIES WITH DEPENDENT CHILDREN; WELFARE PATTERNS; WELFARE PROGRAMS; WELFARE RECIPIENTS

NTIS PB287557/AS

5-187* PREDICTING EARNINGS LOSSES DUE TO DISABLING WORK INJURIES: A STUDY OF PERMANENT PARTIAL DISABILITY IN CALIFORNIA

UNIVERSITY OF CALIFORNIA
BERKELEY, CALIF.

Bruce Vermeulen, Doctoral Candidate

Grant 91-06-76-58
Project still in progress

Descriptors: WORKERS' COMPENSATION; EARNINGS; HANDICAPPED

This research examines the earnings losses of workers who have permanently reduced earning capacities as a result of work-related injuries and diseases. The study is developing an econometric estimator of earnings losses that State workers' compensation agencies can use in determining compensation benefits to achieve more consistent levels of income replacement for "permanently partially disabled" workers.

Income replacement is a principal objective of workers' compensation programs. Yet formalized schedules for determining permanent disability benefits in most States are primarily medical rather than economic. Compensation benefits tend to be based on explicit judgments about reduced earning capacity, involving cumbersome case-by-case evaluations and extensive litigation.

The study is analyzing newly available data on workers' compensation recipients in order to identify the principal predictors of postinjury earnings losses and to develop an econometric model with which to predict these losses. Such a model may serve to establish formalized benefit criteria for earnings replacement and as an instrument for achieving those standards consistently and efficiently.

5-188* PRIMARY GROUP RELATIONS, OCCUPATIONAL MOBILITY, AND ORIENTATION TO WORK

UNIVERSITY OF CALIFORNIA
LOS ANGELES, CALIF.

Stephen Radecki, Doctoral Candidate

Grant 91-06-78-29
Project still in progress

Descriptors: OCCUPATIONAL MOBILITY; WORK ATTITUDES; STATUS; MOTIVATION; ASPIRATIONS

This study will examine the relationship between individuals' primary social relations and their predilections toward occupational involvement and occupational mobility. There may be an inverse relationship between affiliation with close-knit "communal" type primary social groups and individuals' involvement in instrumental, goal-oriented behavior within the occupational sphere, with a concomitant reduction in achieved occupational mobility.

The aim of the study is to combine rigorous quantitative methods with qualitative methods previously employed to determine whether this phenomenon is not confined to any particular population nor specific to any research method. The survey will employ a seven-item social-network index of communal social relations, hypothesizing that involvement in communal relations will be related to individuals' feelings of powerlessness and inversely related to their aspirations for upward social mobility, achieved occupational mobility, and degree of identification with their work.

5-189 THE PRODUCTION OF AFFECTIVE ABILITIES AND THEIR INFLUENCE ON THE WAGE EQUATION

PRINCETON UNIVERSITY
PRINCETON, N.J.

Randall K. Filer, Doctoral Candidate

Grant 91-34-78-12
Project completed fiscal year 1979

Descriptors: WAGES; EARNINGS; INCOME; INCOME DIFFERENTIALS; HUMAN CAPITAL

This study focused on the extent to which an individual's stock of human capital consists of affective skills (personality traits) as well as the economic and demographic characteristics traditionally considered.

Inclusion of both cognitive skills (knowledge) and personality traits in standard wage equations significantly improved their predictive accuracy. Personality traits having the greatest influence on wages are general activity (drive), ascendence, sociability (with a negative relationship), and friendliness. The study shows that omitting these factors may lead to an overstatement of the extent of sexual and racial discrimination in the labor market. The omission of cognitive skills is particularly important with regard to blacks, while the omission of personality traits is more serious for women. Contrary to earlier speculation, however, omission of personality traits does not cause an especially serious bias in estimating returns to education.

THE INFLUENCE OF AFFECTIVE HUMAN CAPITAL ON THE WAGE EQUATION
December 1978
NTIS PB294282/AS

5-190* PSYCHOLOGICAL DETERMINANTS OF JOB SEARCH PERSISTENCE FOLLOWING JOB LOSS: A LONGITUDINAL FIELD STUDY OF INDIVIDUAL ADAPTATION TO JOB LOSS

NORTHWESTERN UNIVERSITY
EVANSTON, ILL.

Christine Lentz, Doctoral Candidate

Grant 91-17-79-25
Project still in progress

Descriptors: JOB SEARCH; JOB LOSS; UNEMPLOYMENT; LONGITUDINAL SURVEYS

This research will examine the psychological determinants of job searches by workers losing their jobs for economic, rather than personal, reasons; i.e., job loss resulting from company layoffs, not personal incompetence.

The research will attempt to isolate the psychological barriers faced by individuals after separation from employment. The researcher has asked 120 salaried and hourly workers who have been separated from their jobs to serve as a study sample. She will monitor these workers through confidential interview questionnaires to determine the persistence of their job searches over a period of 6 months or until they have been reemployed. It is hypothesized that job search persistence over time is a function of personal control, as determined by demographic characteristics, financial status, and the perceived net advantage associated with specific reemployment alternatives. In the course of the study, the researcher will also attempt to determine the individuals' ability to cope with being unemployed, social values, feelings of usefulness, and self-esteem.

This research should be of value to those counseling workers between jobs.

5-191* PUBLIC POLICIES AT LOGGERHEADS: THE EFFECT OF EQUAL EMPLOYMENT OPPORTUNITY LEGISLATION ON UNIONS

CORNELL UNIVERSITY
ITHACA, N.Y.

Elizabeth C. Wesman, Doctoral Candidate

Grant 91-36-79-19
Project still in progress

Descriptors: UNIONS; AFFIRMATIVE ACTION PLANS; ASSESSMENT AND EVALUATION

This research will examine the organizational and public policy implications of equal employment opportunity legislation, cases, and consent decrees and of affirmative action mandates for unions and their internal processes.

The investigator will interview leaders and members of the Brotherhood of Railway, Airline, and Steamship Clerks (BRAC) and officials of several other unions; examine collective-bargaining agreements and inhouse union literature; and send a questionnaire to some 600 union members, selected to include persons in all job categories and representative numbers of men, women, and minorities. She will use econometric techniques to analyze the data.

The objective is to identify problem areas and suggest ways to avoid potential conflict among union members, between members and their union, and between the union and its political environment.

5-192* QUALITY ADJUSTMENT IN LABOR MARKETS IN RECESSION

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

John A. Gardner, Doctoral Candidate

Grant 91-26-78-53
Project still in progress

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*Ongoing project—final report not yet available.

Descriptors: LABOR MARKET; UNDEREMPLOYMENT; BUSINESS CYCLE; UNEMPLOYMENT/INFLATION TRADEOFF; WAGE STRUCTURE; PROBABILITY MODELS

Labor markets adjust to downturns in the economy not only with increases in unemployment but also with increases in underemployment. Because of cutbacks in demand, some workers are forced to accept jobs with less pay, responsibility, and prestige than they would have in normal times. This research will attempt to estimate the extent of this adjustment—or skidding—to lower jobs as the economy declines.

The study will use time series data from the Commerce Department's Continuous Work History Sample and from the Michigan Panel Study. The researcher will analyze job changes, defining downward adjustments as those resulting in either lower earnings or less stable employment. He will then construct an econometric model to estimate the probability of a downward adjustment, given certain individual and work-related characteristics.

The main policy use of this research will be the possibility of quantifying the underemployment and unemployment effects of a recession. Such a measure would show the extent to which adult men suffer income losses from economic downturns, even while maintaining a low unemployment rate as a group. Other policy implications include a better understanding of labor market adjustment mechanisms and the flow patterns from industry to industry and occupation to occupation during different cycles of the economy.

5-193 RACE AND ECONOMICS: A HUMAN CAPITAL INQUIRY

THE UNIVERSITY OF NORTH CAROLINA
CHAPEL HILL, N.C.

Grant 91-37-78-13
Project completed fiscal year 1978

Dr. Arthur Padilla
August 1978

Report Descriptors: RETURNS ON EDUCATIONAL INVESTMENT; GOVERNMENT POLICIES; BLACK/WHITE; EARNINGS; UNEMPLOYMENT

NTIS PB285069/AS

5-194 RACIAL INEQUALITY IN FAMILY WELFARE

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Suzanne M. Bianchi, Doctoral Candidate

Grant 91-26-78-24
Project completed fiscal year 1979

Descriptors: FAMILIES; BLACK/WHITE; INCOME DIFFERENTIALS; LABOR FORCE PARTICIPATION; DISCRIMINATION

Most research on black-white inequality has focused on individual earnings, ignoring the substantial increase in the number of black families headed by women, which may have significantly diluted improvement in the economic well being of black families. This project attempted to determine for each of 3 years—1960, 1970, and 1976—how much of the racial gap in family welfare is attributable to black-white differences in family composition, labor market participation, and returns to labor market participation—a component traditionally identified as racial discrimination.

Decennial census findings provided the data for 1960 and 1970; the March 1976 tape of the Current Population Survey yielded comparable data for that year. The study concluded that, while the income of all types of households has risen since 1960, female-headed households have had the smallest increase, resulting in a widening inequality among households. This desparity is particularly serious because a growing proportion of children—particularly black children—reside in households headed by women.

HOUSEHOLD COMPOSITION AND RACIAL INEQUALITY: 1960-1976
1978

NTIS PB294083/AS

5-195 RAILROAD MANPOWER ADJUSTMENT TO TECHNOLOGICAL CHANGE THROUGH COLLECTIVE BARGAINING

CORNELL UNIVERSITY
ITHACA, N.Y.

Grant 91-36-76-04
Project completed fiscal year 1977

Dr. Douglas M. McCabe
May 1977

Report Descriptors: ARBITRATION; INDUSTRIAL RELATIONS; RAILROADS; TECHNOLOGY AND TECHNOLOGICAL CHANGE; JOB ANALYSIS

NTIS PB274484/AS

5-196 RELATIONSHIP BETWEEN THE LABOR MARKET STRUCTURE AND DEMAND FOR EDUCATION OF WHITE AND BLACK MALES

UNIVERSITY OF MASSACHUSETTS
AMHERST, MASS.

Grant 91-25-75-39
Project completed fiscal year 1977

Dr. Hiroya Bamba
May 1977

Report Descriptors: BLACK/WHITE; RETURNS ON EDUCATIONAL INVESTMENT; MEN; LABOR MARKET

NTIS PB276279/AS

5-197 THE RELATIONSHIP BETWEEN HUSBAND SUPPORT AND WIFE'S SUCCESSFUL RETURN TO HIGHER EDUCATION

UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Grant 91-26-76-17
Project completed fiscal year 1978

HUSBAND SUPPORT FOR WOMEN RETURNING TO HIGHER EDUCATION: PREDICTORS AND OUTCOMES

Dr. Gail Berkove
April 1978

Report Descriptors: EDUCATIONAL ATTAINMENT; MOTIVATION; SOCIAL REINFORCEMENT; WOMEN; FAMILIES

NTIS PB286667/AS

5-198 THE RELATIONSHIP BETWEEN WORKER OWNERSHIP AND CONTROL OF COMPANIES AND ORGANIZATIONAL EFFECTIVENESS

UNIVERSITY OF OREGON
EUGENE, OREG.

Susan R. Rhodes, Doctoral Candidate

Grant 91-41-77-40
Project completed fiscal year 1979

Descriptors: WORKER PARTICIPATION IN MANAGEMENT; PRODUCTIVITY; ORGANIZATIONAL DYNAMICS; JOB SATISFACTION

This study empirically tested a theoretical model in an attempt to explain the effects of worker ownership and control of organizations on work attitudes and behavior. Data were obtained from a sample of worker-owners in a cooperative and employees in a conventional firm.

Employee participation in decisionmaking was greater in the cooperative than in the conventional organization. In addition, employees in the cooperative were more convinced that performance yielded rewards and that the pay was equitable. While participation in decisionmaking and in setting group work norms led to commitment to the organization under both forms of management, pay equity was the most important predictor of commitment in the cooperative sample. Cooperative employees were thus more highly committed to their organization than were those in the conventional firm.

Organizational commitment, however, was not related to absenteeism, tardiness, or accidents. The cooperative had lower turnover and fewer grievances, but more absenteeism and tardiness, than the conventional firm. The study suggests that absenteeism and tardiness may have been viewed as a prerogative of ownership.

THE RELATIONSHIP BETWEEN WORKER OWNERSHIP AND CONTROL OF ORGANIZATIONS AND WORK ATTITUDES AND BEHAVIORS

September 1978

NTIS PB285878/AS

5-199 RELATIONSHIPS BETWEEN POPULATION DECREASE AND TERTIARY EMPLOYMENT OPPORTUNITIES IN AGRICULTURAL COMMUNITIES

THE UNIVERSITY OF TEXAS
AUSTIN, TEX.

Grant 91-46-70-35
Project completed fiscal year 1977

CENTRAL PLACE FUNCTIONAL CHANGE IN AN AREA OF POPULATION DECREASE

Dr. Judy Parker Appelt
May 1975

Report Descriptors: POPULATION; RURAL AREAS; DEPRESSED AREAS; EMPLOYMENT OPPORTUNITIES

NTIS PB289046/AS

5-200 THE RELATIVE IMPACT OF JOB HISTORIES ON CAREER OUTCOME VARIABLES

NORTHWESTERN UNIVERSITY
EVANSTON, ILL.

Grant 91-17-76-63
Project completed fiscal year 1977

THE IMPACT OF JOB HISTORY ON MANAGERIAL SUCCESS

Dr. Marilyn A. Morgan
August 1977

Report Descriptors: CAREER PATTERNS; QUALITY OF EMPLOYMENT

NTIS PB273916/AS

5-201 THE RETIREMENT DECISION: ESTIMATION OF A LABOR SUPPLY FUNCTION FOR OLDER MALES

CORNELL UNIVERSITY
ITHACA, N.Y.

Jack E. Whiting, Jr., Doctoral Candidate

Grant 91-36-76-40
Project completed fiscal year 1979

***Ongoing project—final report not yet available.**

Descriptors: OLDER WORKERS; AGING; LABOR SUPPLY; RETIREMENT

This study investigated the determinants of pension supply by firms and pension demand by workers. In examining the price of pensions, it used the "hypothesis of equalizing differences"; i.e., other things equal, the better the pension plan, the lower the nominal wage rate.

The research used data from the National Longitudinal Survey on 5,000 men aged to 45 and 59 in 1966. A theoretical model was developed to take account of the effects of aging and health on the retirement decision. The model also allowed for the effects of Government action to protect pension benefits under the Employee Retirement Income Security Act (ERISA) of 1974.

Study findings are presented in three parts. Section I discusses the observed distribution and extent of coverage in the labor market, the role of retirement income in labor supply decisions, and the cost of coverage as related to its "quality." An analysis of the pension market in section II deals with the supply of coverage of firms, the demand for coverage by individuals, and the equilibrium characteristics of the market. Section III presents a simultaneous equation model of the pension market and estimates of that model.

The dissertation offers some support for the contention that "quality regulation" of pension plans may result in the dissolution of some existing plans and hinder the establishment of new plans. It argues that, for a variety of reasons, ERISA may lead to a reduction in the pension coverage of American workers.

COMPENSATING WAGE DIFFERENTIALS AND PENSION COVERAGE: THE IMPLICIT MARKET FOR PENSIONS
September 1979

Report Descriptors: OLDER WORKERS; LABOR SUPPLY; RETIREMENT; LABOR DEMAND; FRINGE BENEFITS

NTIS PB300000/AS

5-202* Role Ambiguity and Conflict in Managerial Reporting Chains

NEW YORK UNIVERSITY
NEW YORK, N.Y.

Victoria Berger-Gross, Doctoral Candidate

Grant 91-36-79-38
Project still in progress

Descriptors: INDUSTRIAL MANAGEMENT; JOB SATISFACTION; WORK ATTITUDES; INDUSTRIAL RELATIONS; QUALITY OF EMPLOYMENT

The study will look as role ambiguity and role conflict among managers in private industry. Data for the study will be drawn from an already-completed survey of first-, second-, and third-level managers in a large american manufacturing firm. The data include completed mail questionnaires from 2,443 company employees in managerial positions. The researcher will develop measures of job-related tension and job satisfaction and investigate the determinants of role ambiguity.

The hypothesis to be tested is that job tenure, organizational function, supervision/subordinate similarities, workload, and promotional uncertainty are all related to role ambiguity among managers. The findings are expected to have implications for policies concerning job satisfaction, production, and worker-management relations.

5-203* Rural Female Labor Force Participation

UNIVERSITY OF CALIFORNIA
DAVIS, CALIF.

Christine R. Heaton, Doctoral Candidate

Grant 91-06-78-25
Project still in progress

Descriptors: LABOR FORCE PARTICIPATION; WOMEN; ECONOMIC WELFARE

This study is designed to explore the determinants of rural female labor force participation in the United States. The objectives are threefold: (1) To explore differences in female labor force participation rates between counties and over time; (2) to examine the stability of female labor force participation rates overtime; and (3) to explore the experiences of labor force participants by tracking individuals over time.

Data from the 1960 and 1970 censuses will be used to explore the determinants of female labor force participation. The stability of female labor force participation behavior over time will be examined using a dynamic Markov chain model. Differences in the strength of female labor force attachment will be investigated through the use of econometric techniques and descriptive statistics.

Findings of this research should provide information to facilitate the development of effective national and rural growth strategies designed to enhance the welfare of the rural population.

5-204* School, Family, and Work Experience of Young Women

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Nancy A. Garvey, Doctoral Candidate

Grant 91-36-77-22
Project still in progress

Descriptors: EARNINGS; YOUNG WOMEN; NATIONAL LONGITUDINAL SURVEYS; CAREER CHOICE; CAREER GOALS

This study is exploring the factors that determine the starting wages and wage growth of young women. Beginning with an analysis of the early wage experience of a sample of young women (aged 14 to 24, as of Jan. 1, 1968), the investigator will determine whether there are any differences between them and a similar group of young men in the levels of their starting wages and in the rates of growth of their earnings. If differences are uncovered, the reasons for them will be explored, with particular attention to the possible effects of discrimination and variations in the acquisitions of skills by members of the two groups. A further comparison of the earnings experience of the sample of young women with the experience of women at a later stage of the life cycle is expected to provide some information on whether there has been any change in skills levels acquired or the kinds of careers chosen.

Data for the study will be derived from the National Longitudinal Surveys of young women (1968-72), young men (1966-71), and older women (1967-69, 1971). Other variables to be considered are field of study in school, general health, marital status, number of children, and expected length of time in the labor force.

Findings from the study are expected to assist young women in making intelligent career choices and will be of value to vocational guidance counselors, as well as educators and government administrators.

5-205 SCREENING AS A DYNAMIC PROCESS IN THE LABOR MARKET

UNIVERSITY OF WISCONSIN
MADISON, WIS.

Grant 91-55-76-20
Project completed fiscal year 1977

Dr. B. Katherine Swartz
December 1976

Report Descriptors: HIRING; JOB PERFORMANCE; COSTS

NTIS PB273887/AS

5-206 SECOND CAREERS FOR RETIRED MILITARY OFFICERS

RUTGERS UNIVERSITY
NEW BRUNSWICK, N.J.

Grant 91-34-76-57
Project completed fiscal year 1978

SECOND CAREERS FOR RETIRED MILITARY OFFICERS: THE TRANSFER OF EDUCATIONAL ATTAINMENTS, SKILLS AND EXPERIENCE TO CIVILIAN OCCUPATIONS

Dr. William H. Henry, Jr.
January 1978

Report Descriptors: RETIREMENT; OCCUPATIONAL CHOICE; LABOR MOBILITY; OLDER WORKERS; SECOND CAREERS; ARMED FORCES

NTIS PB283254/AS

5-207* THE SOCIAL AND OCCUPATIONAL MOBILITY OF MALE WORKERS EMPLOYED IN FEMALE PROFESSIONS: AN EXPLORATORY STUDY

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Daniel Burrell, Jr., Doctoral Candidate

Grant 91-55-79-42
Project still in progress

Descriptors: OCCUPATIONAL MOBILITY; MALES; BLACKS; ECONOMIC ANALYSIS AND ECONOMETRICS

This research will examine the social and occupational mobility of male employees working in traditionally female professions. It will devote particular attention to the mobility of men in social work and of black men.

Using data from the merged replicated study of Occupational Change in a Generation, the investigator has identified five major female professions and, for comparison, six traditionally male professions of similar status. To measure the social and occupational mobility of men employed in the female professions, he will compare their socioeconomic backgrounds and mobility with those of men employed in the male professions. Econometric analytical techniques will be used in the analysis.

The findings should be useful to those recruitment and training workers for female professions, by helping them select suitable trainees and design effective training.

5-208* SOCIAL CONSEQUENCES OF WORK RATIONALIZATION FOR THE OCCUPATIONAL ROLE AND JOB SATISFACTION OF LEGAL SECRETARIES

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Mary M. Garcia-Rivera, Doctoral Candidate

Grant 91-36-78-18
Project still in progress

Descriptors: JOB ATTITUDES; JOB SATISFACTION; AUTOMATION; CLERICAL OCCUPATIONS

The study will provide qualitative and quantitative data on the work attitudes and behavior of legal secretaries and investigate and document the effects of automation and work reorganization on their job satisfaction and the nature of the occupation.

The researcher will gather data for the study from interviews with managers of the personnel agencies used by a single large firm making major technological-organizational changes as a result of the introduction of word processing; content analysis of personnel memorandums, secretarial manuals, and work processing manuals; and a panel study of 60 secretaries in the firm, plus a survey of visual display computer terminal operators responsible for the text-editing and copy system.

Work from this study is expected to contribute to knowledge on the consequences of social change—spe-

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***Ongoing project—final report not yet available.**

cifically the social effects of technological innovation and the work reorganization it generates—for both the occupational role and job satisfaction of legal secretaries. Specifically, the research should broaden scholarly concern with the effects of work reorganization beyond its traditional blue-collar focus.

5-209* The Social Costs of Unemployment: A Study of Laid-off New York City Municipal Employees

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Martin D. Hanlon, Doctoral Candidate

Grant 91-36-77-27
Project still in progress

Descriptors: UNEMPLOYMENT; UNEMPLOYED; JOB LOSS; LAYOFFS; EMPLOYMENT TERMINATION

The study is attempting to measure the psychological and health "costs" of New York municipal layoffs by means of a sample survey of several hundred laid-off city employees. Three questions will be addressed: (1) How does level of economic deprivation, perceived and objective, affect mental and physical health following job loss? (2) What "mix" of public and private resources do individuals use in dealing with unemployment? (3) Are individuals with strong social support networks less likely to suffer stress-related illnesses than are more isolated individuals?

Random samples of 100 individuals will be selected from each of four occupational groupings within the population of ex-New York City municipal employees—police, nonprofessional hospital workers, teachers, and middle managers. Questionnaires will be administered and appropriate multivariate procedures, including analysis of variance and factor analysis, will be used.

5-210* The Social Impact of Industrialization on the Skilled Sector of the Work Force: The Artisans of Philadelphia 1850-1886

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Leonard S. Wallock, Doctoral Candidate

Grant 91-36-77-44
Project still in progress

Descriptors: TECHNOLOGY AND TECHNOLOGICAL CHANGE; SKILLED WORKERS; SOCIOLOGICAL FACTORS

This project is a historical study investigating the social and psychological impact of skill dilution on the artisans in Philadelphia from 1850 to 1886. The major variables considered are changes in the labor process and technology brought about by industrialization and patterns of employment, income, household composition, education, residence, marriage, and political behavior among artisan families by craft, ethnicity, generation, and age.

The methodological approach involves multivariate analysis of computerized census data and research in historical sources. A sample of firms and artisans will be drawn from the shoemaking, printing, furnituremaking, and iron and steel industries.

This research should contribute to an increased understanding of behavior influenced by sociocultural factors, particularly the effect of technology and declining skills on the working-class head of household, family, and community.

5-211* The Social Impact of Industrial Structure on Working Conditions

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Randy D. Hodson, Doctoral Candidate

Grant 91-55-79-12
Project still in progress

Descriptors: JOB SATISFACTION; UNIONIZATION; INDUSTRIAL RELATIONS; INDUSTRIAL ORGANIZATION; MARKET STRUCTURE; WORKING CONDITIONS

A sample of 10,317 Wisconsin men and women who graduated from high school in 1957 were interviewed in 1975 to obtain various types of job information, including employment, earnings, and job satisfaction. The present study will link job satisfaction data on the respondents to the industry characteristics of their employers. Firm size, market concentration, government regulation, form of ownership, and extent of unionization will all be tested for their effect on worker satisfaction. March-May matched 1973 Current Population Survey data will be used in an attempt to generalize the study results to the overall population.

5-212 Social Security, Private Pensions and Labor Supply of Potential Retirees

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Anthony Pellechio, Doctoral Candidate

Grant 91-25-77-58
Project completed fiscal year 1979

Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; RETIREMENT; LABOR FORCE PARTICIPATION; LABOR SUPPLY; PENSIONS

This study examined the impact of social security on the retirement of married men aged 60 to 70. The empirical results were based on an analysis of the Social Security Administration's 1973 exact match file, containing data from the Current Population Survey, the Internal Revenue Service, and the Social Security Administration. The data permitted precise calculation of the actuarial value of the social security benefits a person would receive by retiring. The results indicate that the amount of social security benefits has a significant and considerable effect on an individual's retirement decision.

The study also examined a cross-sectional sample of 65- to 70-year-old men to determine the extent to which the social security earnings limit decreases the labor supply of retired men working part time. The results indicate that eliminating the earnings limit would increase labor supply by 151 hours and payroll tax revenues by $31 per year for each person in the sample.

SOCIAL SECURITY AND RETIREMENT BEHAVIOR
August 1978

Report Descriptors: RETIREMENT; LABOR SUPPLY; PENSIONS; LABOR FORCE PARTICIPATION; ECONOMIC ANALYSIS AND ECONOMETRICS

NTIS PB286184/AS

5-213* Social Support for Mediating the Effects of Occupational Stress on the Health of Industrial Workers

DUKE UNIVERSITY
DURHAM, N.C.

James A. Wells, Doctoral Candidate

Grant 91-37-76-53
Project still in progress

Descriptors: OCCUPATIONAL SAFETY AND HEALTH; QUALITY OF EMPLOYMENT; SOCIAL RELATIONSHIPS

The effects of various types and sources of social support on the relationship between job-related psychosocial stress and worker health are explored in this study. Since interpersonal relations are perhaps the most tractable aspect of the work environment, the results of this research will have direct policy implications for the improvement of worker health, a primary determinant of the quality of work. The results will also contribute to building an empirically based theory of social support. The data include: (1) Questionnaire measures of perceived stress, social support, and health collected in a large plant manufacturing rubber tires, plastics, and chemicals; (2) physical examination measures gathered on a subsample of workers by the National Institute of Occupational Safety and Health (NIOSH) and OHSG; and (3) objective job-stress ratings by a panel of judges including members of the union, plant management, and members of the research team familiar with the plant.

5-214* Social Transformations, Economic-Political Strategies, and Ethnicity: A Study of Cape Verdeans in a Southeastern New England Locality

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Laura P. Houston, Doctoral Candidate

Grant 91-36-79-29
Project still in progress

Descriptors: ETHNIC GROUPS; SOCIODEMOGRAPHIC CHARACTERISTICS; SOCIAL STRUCTURE; SOCIAL CHANGE

This study will focus on a small town (Wareham, Mass.) undergoing economic change and the policies and strategies devised to mitigate the hardship caused by that change. In addition, the researcher will try to explain how local conditions and policies affect or are affected by ethnicity. More specifically, the major objectives of this research are: (1) To document the historical, technological, and demographic transformations in the locality, and how they have been related to regional change; (2) to find out how these changes have affected the objective position and definition of local population groups, especially persons of Cape Verdean descent; (3) to examine the emergence of this group's feelings of ethnic identity in relation to the material conditions of the group and to the recent independence of Cape Verde; and (4) to find out whether economic policies have affected the group's competitive advantage and, if so, what the effect has been.

The results of this research should contribute to better understanding of the effects of specific economic strategies on particular localities and ethnic groups.

5-215 The Social Worker in Manpower Programs: An Assessment of Professional Tasks, Dilemmas, and Implications for Curricular Development in Graduate Schools of Social Work

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Grant 91-36-73-18
Project completed fiscal year 1977

Dr. Frank Kushin
1977

Report Descriptors: SOCIAL SERVICE EMPLOYEES; WORKER DEVELOPMENT; TRAINING INSTITUTES; EDUCATION

NTIS PB273866/AS

5-216 Sources of Occupational Prestige Ratings

STANFORD UNIVERSITY
STANFORD, CALIF.

Grant 91-06-76-12
Project completed fiscal year 1977

SOURCES OF OCCUPATIONAL PRESTIGE: A STUDY OF PUBLIC OPINION
Dr. Andrew Kolstad
June 1977

***Ongoing project—final report not yet available.**

Report Descriptors: OCCUPATIONAL STATUS; ATTITUDES

NTIS PB273705/AS

5-217* Structural and Subjective Correlates of Work, Authority, and Organization in the Construction Industry

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Marc L. Silver, Doctoral Candidate

Grant 91-36-79-02
Project still in progress

Descriptors: COLLECTIVE BARGAINING; ALIENATION; CONSTRUCTION INDUSTRY

This study examines the consequences for individual workers of organizational structures and authority relationships in the construction industry. The investigator will assess the interrelationships among the working conditions and the orientations and attitudes of construction workers through a survey of a representative sample of unionized workers in the Northeast.

A random sample of 1,500 persons will be drawn from the membership of 60 local unions, representing 23 trades, affiliated with a central building and construction trades council. The sample will consist of rank-and-file members drawn from each local union. In addition, the highest ranking official or representative of each local union will be surveyed. The investigator will analyze the data using appropriate multivariate techniques, including multiple regression, path analysis, and factor analysis.

The examination of structural conditions and patterned relationships within the construction industry is expected to provide insights helpful to the resolution of a number of policy-relevant issues, particularly increasing productivity and efficiency in the construction process, implementing affirmative action programs, and improving the quality of working life.

5-218* The Structure of Mobility: An Alternative Approach to the Study of Social Mobility and Achievement

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

C. Matthew Snipp, Doctoral Candidate

Grant 91-55-79-15
Project still in progress

Descriptors: OCCUPATIONAL MOBILITY; SOCIAL STRUCTURE; STATUS; ECONOMIC ANALYSIS AND ECONOMETRICS

The central concern of this research is to understand the factors that lead to achievement or lack of achievement within some type of social mobility structure. In the study, occupation is viewed as the vehicle of social mobility.

Specifically, the study will attempt to identify and estimate the effects of social structure on mobility and achievement. The research will consist of three phases. First, the researcher will review the literature, particularly segmented labor market theory, to identify and describe the structure of mobility. Second, he will identify the factors that lead to the initial location of individuals in the mobility structure and, third, examine the factors that contribute to achievement within this structure. The researcher will apply econometric analytical techniques to three data sets—the 1962 Occupational changes in a Generation, the National Longitudinal Surveys, and a data file on respondents to a panel survey in Lenawee County, Mich.

The research seeks to develop a sociological rather than an economic perspective on socioeconomic achievement.

5-219 The Structure of Youth Labor Markets

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Grant 91-25-75-42
Project completed fiscal year 1977

THE LABOR MARKET FOR YOUNG MEN

Dr. Paul Osterman
October 1976

Report Descriptors: YOUTH; LABOR MARKET; MATURATION; LABOR MARKET BEHAVIOR; UNEMPLOYMENT; NATIONAL LONGITUDINAL SURVEYS

NTIS PB274305/AS

5-220 A Study of Ghetto Economic Corporations

BRANDEIS UNIVERSITY
WALTHAM, MASS.

Grant 91-25-71-04
Project completed fiscal year 1977

Dr. June G. Hopps
December 1975

Report Descriptors: INNER-CITY RESIDENTS; MINORITY BUSINESS ENTERPRISE; CORPORATIONS; WORKER UTILIZATION; BLACK COMMUNITIES

NTIS PB284519/AS

5-221 A Study of Permanently Injured Workers Under Wisconsin's Workmen's Compensation Law

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Grant 91-55-76-14
Project completed fiscal year 1978

A FOLLOW-UP STUDY OF PERMANENT DISABILITY UNDER WISCONSIN WORKERS' COMPENSATION

Dr. Richard E. Ginnold
September 1976

Report Descriptors: HEALTH; REHABILITATION; LABOR LAWS; WORKERS' COMPENSATION; WAGES

NTIS PB273784/AS

5-222 A Study of the Effects of Task Goal and Schedule Choice on Productivity

YALE UNIVERSITY
NEW HAVEN, CONN.

Grant 91-09-77-42
Project completed fiscal year 1978

Dr. Glenn A. Bassett
March 1978

Report Descriptors: WORK ATTITUDES; PRODUCTIVITY; MOTIVATION; WORK SCHEDULES

NTIS PB284346/AS

5-223* Substitution Between Wage and Nonwage Benefits: The Impact of Public Sector Unionism on the Level and Mix of Total Compensation

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Stephen A. Woodbury, Doctoral Candidate

Grant 91-55-79-14
Project still in progress

Descriptors: UNIONS; FRINGE BENEFITS; WAGES; PUBLIC SECTOR; ECONOMIC ANALYSIS AND ECONOMETRICS; COLLECTIVE BARGAINING

This study will use newly avaliable public sector micro data to explore three issues: (1) The degree of substitution between wage and fringe benefits in public sector employment; (2) the possibility that collective bargaining in the public sector has changed the wage/nonwage benefits mix; and (3) whether collective bargaining has changed the level of wage and nonwage benefits in the public sector.

Multievaluation econometric models will be constructed, using data from the Bureau of the Census Survey of Government Employment and Survey of Government Finances and the Labor-Management Services Administration's Labor Relations File for Public Employment. The work should add to knowledge of worker preferences for wages and fringe benefits and of the impact of public employee unions.

5-224 Substitution in the Labor Market: A Nonseparable Approach

WASHINGTON UNIVERSITY
ST. LOUIS, MO.

Grant 91-27-69-24
Project completed fiscal year 1977

LAYOFF BEHAVIOR IN MANUFACTURING BUSINESS

Dr. Marvin H. Kahn
August 1974

Report Descriptors: LABOR MARKET BEHAVIOR; TECHNOLOGY AND TECHNOLOGICAL CHANGE; LAYOFFS; ECONOMIC ANALYSIS AND ECONOMETRICS; INFLATION

NTIS PB276371/AS

5-225 Supervisor-Subordinate Role: A Determinant of Evaluation Ratings and the Allocation of Organizational Rewards

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Grant 91-26-75-37
Project completed fiscal year 1977

SUPERVISOR-SUBORDINATE SIMILARITY: A DETERMINATE OF SUBORDINATE RATINGS AND REWARDS

Dr. Veronica F. Nieva
1976

Report Descriptors: ORGANIZATIONAL ENVIRONMENT; ORGANIZATIONAL STRUCTURE; ASSESSMENT AND EVALUATION; DATA SOURCES AND USE; SUPERVISION

NTIS PB273848/AS

5-226* Task Design, Monetary Outcomes, and Worker Responses

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Kimberly B. Boal, Doctoral Candidate

Grant 91-55-79-16
Project still in progress

Descriptors: WORK ATTITUDES; MOTIVATION; JOB ANALYSIS

This research will test workers' reactions to different conditions for pay raises and job redesigns. It will consist of two experiments involving a sample of 144 workers—24 for a pretest of task manipulations and a check on the internal consistency of the measures and 120 for the actual experiments. The first experiment will test whether the effects on worker attitudes and behaviors are different when pay increases are and are not contingent

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***Ongoing project—final report not yet available.**

on performance. These effects will be tested for jobs that are perceived to differ in variety, identity, autonomy, significance, and feedback.

The second will test workers' reactions to changes in the way their jobs are designed when they do and do not receive pay raises along with the redesigns. The workers involved will be employed for 4 days of 4 hours each. They will work for 2 days before and 2 days after the experiments.

5-227* TECHNOECONOMIC AND TECHNOLOGICAL CHANGE IN TWO ARCTIC COMMUNITIES

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

John Mark Oudine, Doctoral Candidate

Grant 91-36-75-30
Project still in progress

Descriptors: CHRONICALLY UNEMPLOYED; ESKIMOS; LIFESTYLES; PARTICIPANT-OBSERVER METHODOLOGY; SOCIAL INDICATORS; SOCIOLOGICAL FACTORS; TECHNOLOGY AND TECHNOLOGICAL CHANGE; ALASKA

The concerns of this study are with the documentation and analysis through research observation of the impact of technological progress on Eskimo minorities of northern Alaska. Research will provide information relevant to training programs directed toward improving the conditions of chronically underemployed Alaskan Eskimos. Moreover, it will point out areas of technological competence that could meet labor requirements of current and future industrial and developmental projects.

The research centers on the delineation of sociocultural factors present in the Eskimo society which are concomitants of technological progress and, conversely, the sociocultural factors which can be shown to have retarded the introduction of technological elements.

5-228* A THEORETICAL AND EMPIRICAL ANALYSIS OF LABOR FORCE PARTICIPATION, HUMAN CAPITAL INVESTMENT, AND FERTILITY OVER THE LIFE CYCLE: THE CASE OF MARRIED WOMEN

CARNEGIE-MELLON UNIVERSITY
PITTSBURGH, PA.

V. Joseph Hotz, Doctoral Candidate

Grant 91-42-78-15 (formerly Grant 91-55-77-07)
Project still in progress

Descriptors: MARRIED WOMEN; LABOR MARKET BEHAVIOR; EMPLOYMENT PATTERNS; HUMAN CAPITAL; FERTILITY; LABOR FORCE PARTICIPATION

In the first part of this study the investigator is attempting to construct a theoretical model of the labor force participation behavior of women from marriage until death. The basic assumption of the model is that women plan their families and allocate their time in such a way as to maximize their own utility over the entire period. In the second part of the study, data from the mature women's cohort of the National Longitudinal Surveys will be used to test the model's estimation properties.

5-229 TRADE UNIONS, WAGES, OCCUPATIONAL INJURIES AND PUBLIC POLICY: AN EMPIRICAL ANALYSIS

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Craig Alan Olson, Doctoral Candidate

Grant 91-55-77-59
Project completed fiscal year 1979

Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; WAGES; OCCUPATIONAL SAFETY AND HEALTH

This dissertation investigated the relationship of trade unions to wages and occupational injuries. The investigator studied two key issues—the existence and size of wage differentials for hazardous jobs received by union and nonunion employees and the impact of unions on the severity and frequency of occupational injuries. To examine the size of wage differentials for risk, he used a sample of labor force participants from the Current Population Survey for 1973 and industry accident data collected under provisions of the Occupational Safety and Health Act. He evaluated the impact of unions on accident rates by estimating a model of accidents, using average industry data for 96 manufacturing industries.

The results indicate that the wages of workers on hazardous jobs are higher than those of workers on safer jobs, that these premiums increase nonlinearly, and that the wage risk premiums of union members are higher than those of nonunion employees.

TRADE UNIONS, WAGES, OCCUPATIONAL INJURIES: AN EMPIRICAL ANALYSIS
June 1979

Report Descriptors: OCCUPATIONAL SAFETY AND HEALTH; INDUSTRIAL RELATIONS; LABOR MARKET; WAGES; ECONOMIC ANALYSIS AND ECONOMETRICS

5-230* THE TRAINING OF FOREIGN HOUSE STAFF

YALE UNIVERSITY
NEW HAVEN, CONN.

Cheryl Maureen Searle, Doctoral Candidate

Grant 91-09-77-05
Project still in progress

Descriptors: HEALTH OCCUPATIONS; PHYSICIANS; TRAINING PRACTICES; RACIAL DISCRIMINATION

The study is a comparative analysis of the supervision and responsibility given to foreign- and U.S.-trained medical school graduates. Americans and foreign nationals trained in foreign medical schools and Americans trained in U.S. medical schools are being studied to assess the impact of racial and cultural differences on the intensity of supervision and degree of responsibility given to these groups.

Data are being obtained from observations and interviews of hospital resident and supervisory staff.

5-231 UNDEREMPLOYMENT OF PH.D.'S

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Theodore J. Settle, Doctoral Candidate

Grant 91-26-76-66
Project completed fiscal year 1979

Descriptors: UNDEREMPLOYMENT; UNEMPLOYMENT; DOCTORAL DEGREES

This study examined the increasing gap between the educational preparation and skills of Ph. D's and the requirements for placement; i.e., the underemployment of Ph.D.'s.The researcher surveyed 1968-69 and 1974-75 Ph.D. graduates of eight departments in six universities.

The major conclusions reached from analyzing the survey data were: (1) Underemployment is a subjective rather than an objective phenomemon. (2) The least underemployed was among Ph.D.'s who studied economics or sociology, graduated in 1968-69, and were close to a faculty member who took a special interest in their professional career. (3) When the underemployment measures were excluded, the most satisfied graduates studied economics or chemistry at a high-prestige institution and were close to a faculty member who took a special interest in their professional career. (4) Sex and the acceptance of an academic rather than a nonacademic position were not meaningful predictors of either underemployment or job satisfaction.

1978

Report Descriptors: UNDEREMPLOYMENT; UNEMPLOYMENT; DOCTORAL DEGREES; JOB SATISFACTION

NTIS PB288364/AS

5-232* UNEMPLOYMENT INSURANCE AND SELF-INSURANCE: AN ANALYSIS OF WORKERS' DEMAND FOR COVERAGE AND EXPOSURE TO UNEMPLOYMENT RISKS

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Andrea L. Long, Doctoral Candidate

Grant 91-26-79-23
Project still in progress

Descriptors: UNEMPLOYMENT INSURANCE; ASSESSMENT AND EVALUATION; ECONOMIC ANALYSIS AND ECONOMETRICS

This research will test the hypotheses that: (1) Unemployment insurance (UI) provisions, employment loss, and risk propensity are simultaneously determined in labor markets; (2) more generous benefits and higher measures of self-protection are demanded in markets with large means and variance in unemployment rates than in other markets; and (3) UI demand increases in response to reductions in the State UI price (tax/payment ratio per dollar of taxable wages), induced by the presence of Federal supplement triggers and Federal loans to States' depleted funds.

Another objective of this research is to correct the spurious correlation among earnings before a spell of unemployment, weekly benefits, and earnings after an unemployment spell. More specifically, the study will develop a model of individual employment choices among differentially uncertain industries and occupations, given the availability of a specific UI contract, probabilities of risk, and prior decisions about self-insurance accumulation.

Finally, the study will extrapolate the corrected econometric estimates of the effect of the State UI programs on the civilian unemployment rate to their effect on the insured unemployment rate.

5-233* UNEMPLOYMENT INSURANCE, DEMAND VARIATION, AND TEMPORARY LAYOFF UNEMPLOYMENT: A THEORETICAL AND EMPIRICAL ANALYSIS

UNIVERSITY OF CALIFORNIA
LOS ANGELES, CALIF.

David M. Zulli, Doctoral Candidate

Grant 91-06-79-39
Project still in progress

Descriptors: UNEMPLOYMENT INSURANCE; LABOR DEMAND; LAYOFFS

This research will examine the relationship between unemployment insurance (UI) and unemployment. It will test the hypothesis that the method of financing UI encourages layoffs and thus increases unemployment. Data on individuals' employment status, earnings, etc., will be taken from either the Current Population Survey or the Michigan Panel Study of Income Dynamics. The data will be pooled across States and over time. Probit regression analysis will be used to estimate the relationship between aspects of the UI system and unemployment resulting from temporary layoffs. Two variables are to be constructed for use in the regressions: (1) A measure of experience rating and (2) an industry-specific demand independent variable.

An understanding of how unemployment insurance affects layoff behavior and thus unemployment is essential to evaluating the various State UI systems. If the study finds that unemployment insurance tends to increase unemployment, knowledge of this relationship could be an essential factor in decisions on how to restructure State UI systems.

***Ongoing project—final report not yet available.**

5-234 UNIONISM AND ORGANIZATIONAL EFFECTIVENESS IN INSTITUTIONS OF HIGHER EDUCATION

YALE UNIVERSITY
NEW HAVEN, CONN.

Kim S. Cameron, Doctoral Candidate

Grant 91-09-77-29
Project completed fiscal year 1979

Descriptors: COLLECTIVE BARGAINING; UNIONS; UNIVERSITIES AND COLLEGES

This study proposes a conceptual framework for organizational effectiveness based on an examination of several methodological and theoretical issues related to the concept of effectiveness. It reports the results of the three studies conducted in 47 institutions of higher education.

The primary task was to define, measure, and predict organizational effectiveness in undergraduate higher education. The researcher identified nine dimensions of organizational effectiveness that proved to be reliable and valid indicators of effectiveness in colleges and universities and four clusters of institutions possessing a distinctive effectiveness profile on these dimensions.

Econometric analytical procedures applied to the institutional clusters and the individual effectiveness dimensions revealed that a receptive environment, institutional affluence, the choice of unusual domains, the feeling of a special role or mission, decentralized decisionmaking, and the use of active strategies are among the most important predictors of organizational effectiveness in institutions of higher education.

ORGANIZATIONAL EFFECTIVENESS: ITS MEASUREMENT AND PREDICTION IN HIGHER EDUCATION
December 1978

Report Descriptors: EDUCATION; ORGANIZATIONAL DYNAMICS; UNIVERSITIES AND COLLEGES; ORGANIZATIONAL STRUCTURE; PROFESSIONALS

NTIS PB284438/AS

5-235* UNION MEMBERSHIP AND UNEMPLOYMENT DUE TO TEMPORARY LAYOFFS

UNIVERSITY OF CALIFORNIA
LOS ANGELES, CALIF.

James E. Pearce, Doctoral Candidate

Grant 91-06-78-02
Project still in progress

Descriptors: UNION IMPACT; LAYOFFS; UNEMPLOYMENT/INFLATION TRADEOFF

This study will focus on the effect of labor union organization on the incidence and duration of temporary layoffs. It will seek to estimate the effect of union membership on an individual's probability of experiencing a layoff, on the time path of recall probability, and the expected duration of unemployment after layoff. The principal data source for this study is The University of Michigan's Panel Study of Income Dynamics.

It is expected that the findings will provide a clearer picture of the interaction of some of the determinants of the unemployment rate and will be useful in analyzing geographic variations in unemployment rates.

5-236 USES OF MANPOWER FUNDS BY COUNTIES UNDER THE COMPREHENSIVE EMPLOYMENT AND TRAINING ACT

CORNELL UNIVERSITY
ITHACA, N. Y.

Sharon L. Harlan, Doctoral Candidate

Grant 91-36-77-49
Project completed fiscal year 1979

Descriptors: CETA SERVICES AND PLANNING; ECONOMIC POLICY; ASSESSMENT AND EVALUATION

The purposes of this study were to determine what groups benefited from programs provided under the Comprehensive Employment and Training Act (CETA) and how county governments chose program participants. Data on the characteristics of CETA participants and of the unemployed labor forces in New York and Pennsylvania counties were used to calculate the participation rates of women, minorities, the poor, and adults with low educational attainments in training, work experience, and public service employment programs.

The major results were: (1) The participation rates of all these groups were higher in the training and work-experience programs than in public service employment; (2) women received proportionately fewer public service jobs where the local unemployment rate had recently risen; (3) political competition was associated with higher minority participation; and (4) the local CETA director's experience, methods of client recruitment, and types of organizations used to deliver services were key factors in program effectiveness.

PARTICIPATION OF DISADVANTAGED GROUPS IN EMPLOYMENT AND TRAINING PROGRAMS (CETA) IN NEW YORK AND PENNSYLVANIA
February 1979

Report Descriptors: CETA SERVICES AND PLANNING; ECONOMIC POLICY; ASSESSMENT AND EVALUATION; LOCAL GOVERNMENT; FEMALES; SOCIOECONOMIC STATUS

NTIS PB293247/AS

5-237 THE VOCATIONAL ADJUSTMENT OF PHYSICIAN ASSISTANTS

THE JOHNS HOPKINS UNIVERSITY
BALTIMORE, MD.

Grant 91-24-75-08
Project completed fiscal year 1977

PHYSICIAN ASSISTANTS: AN EMPIRICAL ANALYSIS OF THEIR GENERAL CHARACTERISTICS, JOB PERFORMANCE, AND JOB SATISFACTION

Dr. Henry B. Perry III
September 1976

Report Descriptors: PHYSICIANS; QUESTIONNAIRE; JOB SATISFACTION; JOB PERFORMANCE; HEALTH OCCUPATIONS

NTIS PB263021/AS

5-238 VOLUNTARY LABOR MOBILITY AND ABSENTEEISM: AN ANALYSIS OF ESTABLISHMENT DATA AND INDIVIDUAL WORK HISTORIES

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Grant 91-25-77-01
Project completed fiscal year 1978

ABSENTEEISM AND THE LABOR MARKET

Dr. Steven G. Allen
May 1978

Report Descriptors: ABSENTEEISM; EARNINGS; PRODUCTIVITY; WORK ENVIRONMENT

NTIS PB284503/AS

5-239 THE WAGE CHANGE PROCESS IN THE CONSTRUCTION INDUSTRY

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Grant 91-25-76-29
Project completed fiscal year 1977

Dr. Jeffrey M. Perloff
August 1976

Report Descriptors: CONSTRUCTION INDUSTRY; EMPLOYMENT; ECONOMIC ANALYSIS AND ECONOMETRICS; UNIONS; UNEMPLOYMENT; WAGE DIFFERENTIALS

NTIS PB265044/AS

5-240* WAGE LABOR AND URBAN CHICANO ADAPTATION

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Catherine V. Jucius, Doctoral Candidate

Grant 91-55-74-30
Project still in progress

Descriptors: CHICANOS; SPANISH-SPEAKING AMERICANS; WAGE EARNERS; WAGES; URBAN AREAS; SOCIAL RELATIONSHIPS; NEW MEXICO, SILVER CITY

This research is focusing on urban Chicano employees in Anglo enterprises to provide information on economic strategies involved in urban Chicano adaptation and related social patterns in the Chicano and Anglo communities.

The researcher will take up residence in a Chicano neighborhood in New Mexico and conduct casual interviews with Chicano residents over a period of several months. Other procedures include researching historical and administrative documents and attending Chicano meetings and other functions.

5-241 WAGE-PRICE EXPECTATIONS AND CYCLICAL STRIKE BEHAVIOR

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Bruce E. Kaufman, Doctoral Candidate

Grant 91-55-76-56
Project completed fiscal year 1979

Descriptors: COLLECTIVE BARGAINING; UNEMPLOYMENT/INFLATION TRADEOFF; BUSINESS CYCLE

Both the number of strikes and the number of workers involved have increased markedly in the past 10 to 15 years. The average number of strikes per year rose from 3,549 in 1960-65 to 5,387 in the 1970-75 period. This study tried to find out how much of this increase resulted from the Nation's worsening inflation rate.

In the first part of the study, the researcher developed a bargaining model that yielded various predictions about the relationship of price expectations, inflation, and strike activity over the business cycle. The second part consisted of a linear regression analysis of strike activity in U.S. manufacturing.

The regression analysis showed that inflation was the most important economic explanation of the recent increase. The study concluded that, if inflation had remained at the low levels of the 1950's, the Nation would have experienced a long-term decline in the number of strikes. The study also found that the recent increase in strike activity is concentrated in a few individual industries, with the bituminous coal industry accounting for 30 to 40 percent of the increase between the early 1960's and the mid-1970's.

WAGE-PRICE EXPECTATIONS AND CYCLICAL STRIKE ACTIVITY

January 1979

Report Descriptors: COLLECTIVE BARGAINING; UNEMPLOYMENT/INFLATION TRADEOFF; BUSINESS CYCLE; ECONOMIC ANALYSIS AND ECONOMETRICS

NTIS PB291738/AS

***Ongoing project—final report not yet available.**

5-242 WOMEN AND MEN IN NONTRADITIONAL CLERICAL AND CRAFT OCCUPATIONS

YALE UNIVERSITY
NEW HAVEN, CONN.

Carol T. Schreiber, Doctoral Candidate

Grant 91-09-76-44
Project completed fiscal year 1979

Descriptors: MALE/FEMALE; OCCUPATIONAL CHOICE; CAREER GOALS; CLERICAL OCCUPATIONS; CRAFT WORKERS

This research studied the work experience of men and women in nontraditional clerical and craft occupations below the managerial level and how it differed from that of comparable men and women in traditional positions. It tested specific hypotheses derived from stress-related theory, social comparison theory, and theories of intergroup behavior. The investigation involved interest in three facets of the work experience; a comparison of affective, perceptual, and behavioral responses to current work situations; and the specific entry experiences and future work expectations and plans of the nontraditional employees.

The investigator selected a sample of 100 men and women holding 8 different jobs in 1 organization and used interviews and questionnaires to obtain information about their work experiences.

The findings showed minimal differences between the traditional and nontraditional employees, except that the nontraditional employees were significantly more satisfied with their work. Another notable difference between the two groups of employees was in their responses to questions about extra pressure to do a job especially well and prove themselves. Whereas nontraditional employees reported that they frequently felt pressure, most traditional employees did not.

CHANGING PLACES: WOMEN AND MEN IN NON-TRADITIONAL CLERICAL, CRAFT AND TECHNICAL JOBS
December 1977

NTIS PB274308/AS

5-243* WOMEN STOCKBROKERS: PERFORMANCE AND INTEGRATION IN THE NEW YORK FINANCIAL COMMUNITY

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Carol A. Finkelstein, Doctoral Candidate

Grant 91-36-78-03
Project still in progress

Descriptors: MALE/FEMALE; CAREER GOALS; OCCUPATIONAL INFORMATION; NEW YORK, NEW YORK

The study will examine similarities and differences between female stockbrokers and their male counterparts with respect to career paths, job performance, and work satisfaction, ways in which they define their occupation, networks in which they participate, and their personal and family adjustments.

The analysis will utilize the intensive focused interview on a sample of female stockbrokers using a "snowball" technique because of the impossibility of obtaining a statistically random sample. A matched sample of male stockbrokers will be used as a comparison group.

Findings are expected to be useful to women currently entering this particular job market, in the management of brokerage houses, particularly in the design of their training policies, and to elicit answers to the more generic problem that involves outgroups gaining access to positions traditionally closed to them.

5-244* WORK AND THE ORGANIZATION OF LIFESTYLE: IMPLICATIONS FOR JOB RETENTION

SAINT LOUIS UNIVERSITY
ST. LOUIS, MO.

Joseph F. Greer, Jr., Doctoral Candidate

Grant 91-29-71-50
Project still in progress

Descriptors: SOCIAL REINFORCEMENT; LIFESTYLES; JOB RETENTION; UNEMPLOYED; WORK ATTITUDES; ATTITUDES; MEN

This study is attempting to relate the job tenure of a marginal worker to the employment characteristics of his closest friends, his wife's description of him, and his self-concept. The sample consists of 150 married men, living with their wives, who after 2 weeks or more of unemployment apply for work through the New York State employment service office in Olean.

As soon as a subject is placed in a job, he and his wife are asked to write 20 statements which characterize the worker and to list the names and employment characteristics of his 10 closest friends. Each worker is contacted again 7 and 40 weeks after placement and the same information elicited. The researcher postulates that the greater the proportion of employed friends and of work-oriented statements he and his wife make about him, the longer his job retention; and the longer his unemployment, the lower the proportion of work-oriented statements and the more unemployed friends he will name.

5-245 WORK COMMITMENT AMONG YOUNG WOMEN: ITS RELATION TO LABOR FORCE PARTICIPATION, MARRIAGE, AND CHILDBEARING

THE UNIVERSITY OF ILLINOIS
URBANA, ILL.

Glenna D. Spitze, Doctoral Candidate

Grant 91-17-78-05
Project completed fiscal year 1979

Descriptors: LABOR FORCE PARTICIPATION; WOMEN; NATIONAL LONGITUDINAL SURVEYS; FAMILIES; JOB SATISFACTION

This research analyzed the relationship between young women's attitudes and preferences about labor force participation and their family-building experiences in early adulthood. Data for a 5-year period on women aged 14 to 24 in 1968 were taken from the National Longitudinal Survey of young women.

The findings suggest that work-related attitudes and preferences of young women are highly mutable during early adulthood and relate only minimally to the timing or quality of early labor force experiences. Long-term preferences for jobs are linked to family building and dissolution. Women with a desire for paid employment delay marriage and childbearing, presumably to allow time to prepare for employment, and also are more likely than others to dissolve a marriage. The wish for jobs decreases upon the first marriage but increases with marital dissolution or the birth of a first child.

May 1979

NTIS PB295333/AS

5-246 WORK IN THE IRREGULAR ECONOMY: A STUDY OF SWAPPING

UNIVERSITY OF CALIFORNIA
RIVERSIDE, CALIF.

Grant 91-05-75-12
Project completed fiscal year 1977

Dr. Gary Dean Stohler
1976

Report Descriptors: HUMAN CAPITAL; EMPLOYMENT; WORK SAMPLING; QUESTIONNAIRE

NTIS PB264782/AS

5-247 WORK, WELFARE, AND THE INCREASE IN WOMEN LIVING INDEPENDENTLY OF MEN

UNIVERSITY OF CALIFORNIA
LOS ANGELES, CALIF.

Grant 91-06-76-01
Project completed fiscal year 1977

SOCIAL AND ECONOMIC DETERMINANTS OF MARITAL SEPARATION

Dr. Andrew James Cherlin
1976

Report Descriptors: FAMILIES; NATIONAL LONGITUDINAL SURVEYS; LABOR FORCE BEHAVIOR; MOTHERS; WOMEN; MOTIVATION

NTIS PB274296/AS

5C. SMALL GRANT RESEARCH PROJECTS

NOTE: This program was discontinued at the end of fiscal year 1979. Scholars interested in submitting R&D proposals can submit them to the Office of Research and Development following the Guidelines for Submission of Research and Development Proposals Under CETA (see Appendix A).

5-248 ADJUSTING TO EMPLOYMENT TERMINATION

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Grant 91-26-72-23
Project completed fiscal year 1978

TERMINATION: THE CONSEQUENCES OF JOB LOSS

Dr. Sidney Cobb and Dr. Stanislav V. Kasl
June 1978

Report Descriptors: EMPLOYMENT TERMINATION; LAYOFFS; ADJUSTMENT; LONGITUDINAL SURVEYS; HEALTH; MENTAL HEALTH

NTIS PB282991/AS

5-249 AN ANALYSIS OF THE INTERRELATION BETWEEN UNIONS, RACE, AND WAGE AND NONWAGE COMPENSATION

WASHINGTON STATE UNIVERSITY
PULLMAN, WASH.

Grant 91-53-77-06
Project completed fiscal year 1978

Dr. Duane E. Leigh
April 1978

Report Descriptors: UNIONS; RACE; BLACK/WHITE; EARNINGS; FRINGE BENEFITS; TURNOVER; NATIONAL LONGITUDINAL SURVEYS

NTIS PB283016/AS

5-250* AN ANALYSIS OF THE PERSONAL DISTRIBUTION OF UNEMPLOYMENT BY FREQUENCY OF SPELLS OF UNEMPLOYMENT AND AVERAGE DURATIONS OF SPELLS OF UNEMPLOYMENT

UNIVERSITY OF CALIFORNIA INSTITUTE OF BUSINESS AND ECONOMIC RESEARCH
BERKELEY, CALIF.

Dr. George Akerlof

Grant 91-06-78-27
Project still in progress

Descriptors: UNEMPLOYMENT; LABOR MARKET BEHAVIOR; BUSINESS CYCLE; LABOR MARKET

This study will examine the incidence of unemployment among a wide range of population groups and

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***Ongoing project—final report not yet available.**

workers with a variety of personal characteristics. It will concentrate on people and their unemployment experience—rather than on the impersonal categories employment, unemployment, and not in the labor force. The researcher will also indicate how unemployment is divided into spells and the expected duration of these spells at any point in the business cycle.

Analyses will be based on data from the National Longitudinal Survey of a cohort of men aged 45 to 59 years in 1966.

5-251 ATTITUDES OF EMPLOYERS IN THE CHICAGO METROPOLITAN AREA TOWARD THE EMPLOYMENT OF EX-OFFENDERS

CHICAGO STATE UNIVERSITY
CHICAGO, ILL.

Grant 91-17-75-01
Project completed fiscal year 1977

THE ATTITUDES AND PRACTICES OF CHICAGO AREA EMPLOYERS REGARDING THE HIRING OF EX-OFFENDERS: A SURVEY

Dr. Edward D. Tromanhauser
January 1976

Report Descriptors: HIRING PRACTICES; ATTITUDES; CORRECTIONS; EX-OFFENDERS; REHABILITATION

NTIS PB274245/AS

5-252* BIOGRAPHICAL PREDICTION INSTRUMENT

THE OHIO STATE UNIVERSITY RESEARCH FOUNDATION
COLUMBUS, OHIO

Dr. Edwin Cornelius, III and David Van De Voort

Grant 91-39-79-18
Project still in progress

Descriptors: TESTING; ASSESSMENT AND EVALUATION; HIRING PRACTICES

The major objective of this study is to develop a biographical data instrument (TRAEX for TRAining and EXperience) that is responsive to the legal, ethical, and preferential issues invovled in the use of biodata for personnel selection. The study will try to determine the predictive validity of the TRAEX and compare its validity with that of a typical biographical information blank used in industry. It will also compare the two as to adverse impact on women and minorities, faking of responses, and effective reactions of the respondents.

The investigators will use measures derived from job analysis data collected as part of the study to evaluate 300 employees of Ohio State University who were selected or promoted on the basis of biodata prediction methods. They will also measure the reactions of 100 university students to test items during a controlled laboratory experiment. Respondent reactions will be measured from specific items in the test instruments; and cultural fairness will be assessed via differential regression analysis.

The results of this study will specify classes of items for inclusion in biographical prediction instruments. Use of these techniques should enable employers to reduce the risk of negative respondent reaction, with increased accuracy of collected data.

5-253 COMMUNITY STRUCTURE AND THE EXPERIENCES OF SHIFT WORKERS

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Dr. Randall B. Dunham, Department of Business and Industrial Relations

Grant 91-55-76-70
Project completed fiscal year 1979

Descriptors: SOCIAL RELATIONSHIPS; HEALTH; SOCIAL STRUCTURE

This report consists of three sections. Section I contains a review and theoretical analysis of the literature. It identifies a number of physical, psychological, and sociological problems often associated with working afternoon, night, or rotating shift schedules. The general hypothesis developed is that shift-related problems are a function of the community in which the worker resides. The author argues that shift-related problems are most likely to occur in communities that are not adapted to the needs of shift workers.

Section II describes the results of an empirical study of worker reactions to shift work across communities. Affective and motivational data were collected from groups of shift workers holding similar jobs at two different plants of the same organization. The study found that shift work is most likely to cause problems for workers when it forces them to deviate from established physiological, psychological, or sociological (community) patterns. The third section describes the development of a questionnaire that could be used to obtain information from shift workers on any problems related to their schedules.
June 1979

Report Descriptors: SOCIAL RELATIONSHIPS; HEALTH; SOCIAL STRUCTURE; JOB SATISFACTION; FAMILIES; ADJUSTMENT

NTIS PB296595/AS

5-254* A COMPARISON BETWEEN WORKERS IN SEX-TYPICAL AND ATYPICAL JOBS

UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Dr. Robert P. Quinn, Survey Research Center

Grant 91-26-76-51
Project still in progress

Descriptors: ALIENATION; JOB ANALYSIS; ROLE CONFLICT

The purpose of this research is to increase the general understanding of sex-atypical workers, that is, individuals who work in occupations in which the opposite sex predominates. It will examine the characteristics of typical and atypical jobs for each sex, the personal characteristics of both men and women in typical and atypical jobs, and the differences in reactions to typical and atypical jobs by the use of measures of physical health, mental health, and job satisfaction. The analysis of work reactions will then be repeated, while control for job and work characteristics is maintained, to determine the effects of working in an occupation dominated numerically by the opposite sex.

Two national surveys—the 1969-70 Survey of Working Conditions and the 1972-73 Quality of Employment Survey—will provide data for statistical analysis.

5-255 A COMPARISON OF WHOLISTIC AND DECOMPOSED JUDGMENT STRATEGIES IN JOB ANALYSES BY JOB INCUMBENTS

THE OHIO STATE UNIVERSITY RESEARCH FOUNDATION
COLUMBUS, OHIO

Grant 91-39-76-61
Project completed fiscal year 1978

Dr. Edwin Cornelius, III
April 1978

Report Descriptors: JOB ANALYSIS; WORK ATTITUDES

NTIS PB284469/AS

5-256 A CROSS-SECTIONAL ANALYSIS OF NONFARM WORK OF FARM-FAMILY MEMBERS

IOWA STATE UNIVERSITY
AMES, IOWA

Grant 91-19-75-18 (formerly Grant 91-40-74-33)
Project completed fiscal year 1977

Dr. Wallace E. Huffman
January 1976

Report Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; LABOR SUPPLY; FARMWORKERS; NONFARM; WAGES

NTIS PB274156/AS

5-257 THE DETERMINANTS AND CONSEQUENCES OF YOUNG WOMEN'S ATTITUDES TOWARD WORK

THE UNIVERSITY OF ILLINOIS
URBANA, ILL.

Dr. Linda J. Waite

Grant 91-17-78-11
Project completed fiscal year 1979

Descriptors: WORK ATTITUDES; YOUNG WOMEN; ATTITUDES; WOMEN; MOTIVATION

This study focused on the way young women develop work preferences and on the effects of these attitudes on their later labor market experiences. The investigator analyzed data from the National Longitudinal Survey of the education and labor market experience of young women between the ages of 14 and 24 in 1968.

The attitudes of a young woman who is in school and has had no work experience were found to have little effect on the likelihood that she would be employed during the first 4 years after leaving school. These attitudes also had little impact on the characteristics of the first job and changed only minimally in response to early labor market experiences.

Young women's preferences for outside employment over home work were found to change systematically in response to marital events, including first marriage, the birth of a first child, and divorce. Preferences for labor market work tended to decline significantly following first marriage; they did not change at all in the year after the first birth but increased substantially in the second year. Preferences for labor market work tended to rise in the year after divorce. In comparison with other women,wives who considered their families complete tended to be more responsive to family financial circumstances and the characteristics of the local labor market.

A history of employment was found to be more important in predicting current labor market activity for mothers who expected more children than for those who did not.

April 1979

Report Descriptors: ATTITUDES; FEMALES; CHILDREN; EMPLOYMENT

NTIS PB295388/AS

5-258* DETERMINANTS OF AMERICAN INDIAN AND ALASKA NATIVE EARNINGS, LABOR FORCE PARTICIPATION, AND LABOR SUPPLY

BOSTON COLLEGE
CHESTNUT HILL, MASS.

Dr. Ronald L. Trosper

Grant 91-25-79-11
Project still in progress

Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; INDIANS; LABOR FORCE PARTICIPATION; LABOR SUPPLY; EARNINGS

The principal objectives of this research are to estimate the wages and labor force participation of American Indians and compare their wage and participation levels with those of blacks and whites. The study will try to determine: (1) If returns to education are higher or

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***Ongoing project—final report not yet available.**

lower for Indians than for whites and blacks; (2) whether age-earnings profiles are flatter for Indians than for whites and blacks; (3) if returns to education are higher for Indians in standard metropolitan statistical areas than for other Indians; (4) if the relationship between education and labor force participation is stronger for Indians than for non-Indians; (5) whether the number of potential workers per household has a greater effect on participation rates for Indians than for others; and (6) if a greater incidence of health problems lowers the labor force participation of Indians. Similar analyses will be made separately for Alaska natives. Multiple regression and other econometrical techniques will be applied to data drawn from the U.S. Bureau of the Census public use tape of the Survey of Income and Education, 1978.

The researcher hopes to fill a void in the literature on American Indians and Alaska Natives and on the comparative positions of minority races in the United States.

5-259* DETERMINANTS OF LABOR SUPPLY TO UNSTABLE EMPLOYMENTS

CORNELL UNIVERSITY
ITHACA, N.Y.

Dr. Robert M. Hutchens

Grant 91-36-78-37
Project still in progress

Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; STRUCTURAL UNEMPLOYMENT; LAYOFFS; LOW-WAGE JOBS; ELASTICITY OF LABOR SUPPLY

The major questions to be addressed in this project relate to why some individuals work in jobs with high probability of layoff and others in jobs with low layoff probabilities; to what extent workers, in effect, choose unstable employment; and to what extent people are in unstable jobs because of characteristics beyond their control.

The researcher will base his analysis on economic models to be developed and tested with data on permanent and temporary layoffs and hours of work for prime age men and women with children. These data will be obtained from the National Longitudinal Survey and the Panel Study of Income Dynamics. The NLS data on women aged 30 to 44 and men aged 45 to 59 for the 1966-71 period will be supplemented by information from the Panel Study on men and women of all ages for 1967-74.

The study findings are expected to provide fresh theoretical and empirical insights into the forces underlying demographic differences in unemployment and lead to new perspectives on policies aimed at encouraging employment stability.

5-260* DETERMINANTS OF THE PROBABILITY AND WAGE EFFECTS OF OBTAINING UNIONIZED EMPLOYMENT

THE UNIVERSITY OF ILLINOIS
URBANA, ILL.

Dr. Francine D. Blau and Lawrence M. Kahn

Grant 91-17-79-31
Project still in progress

Descriptors: UNION IMPACT; JOB SEARCH; WAGES; COLLECTIVE BARGAINING; ECONOMIC ANALYSIS AND ECONOMETRICS

This study will estimate the determinants of the likelihood that job changers will take union jobs. It will test several hypotheses about job searches and estimate the impact of unions on the starting wages of job changers, taking into account union wage effects and the probability and search costs of finding a union job.

The investigators will carry out an empirical analysis of data from the National Longitudinal Surveys (NLS) of the labor market experiences of young men and young women. The study design calls for limiting a previous analysis of individuals in the 1970-71 surveys to those changing jobs and for adding information on weeks unemployed and union membership.

The issue of union effects is important because public policy is based, in part, on estimates of the impact of unions on wages. The findings on this research are expected to shed light on two questions: First, what is the overall return to unionization? Second, what is the net effect of unions on racial and sexual inequality in starting wages?

5-261* THE DEVELOPMENT OF A UNION IN THE HOSPITALS: THE INTERACTION OF DISTRICT 1199 WITH VOLUNTARY HOSPITAL WORKERS, 1948-1973

RESEARCH DEPARTMENT DISTRICT 1199—
NATIONAL UNION OF HOSPITAL AND HEALTH CARE EMPLOYEES
NEW YORK, N.Y.

Dr. Brian Greenberg

Grant 91-36-77-21
Project still in progress

Descriptors: UNIONIZATION; HOSPITALS; HEALTH OCCUPATIONS; UNION IMPACT

This study is evaluating the difficulties and impact of organizing the employees in the voluntary hospitals of New York City over a 25-year period, 1948 to 1973. The study will consider the union's progress from the early organizing attempts to the creation of a national hospital workers union, with respect to both the workers' own efforts and the changing nature of the workplace. The objectives of the research are to examine: (1) Why and how workers organized; (2) the impact of unionization on the hospital work force and its manpower policy; and (3) the interrelation of unionism and public economic policy.

Sources will include transcripts of indepth interviews with participants in the unionization process (workers, union staff, hospital supervisors and administrators, and relevant public figures); material from the union's archives, public records, including newspapers and government documents; and hospital records.

The study is expected to provide additional insight into the political and institutional developments of the health services system.

5-262 DEVELOPMENT OF WORK INVOLVEMENT THROUGH TASK SUCCESS

MICHIGAN STATE UNIVERSITY
EAST LANSING, MICH.

Grant 91-26-76-18
Project completed fiscal year 1977

Dr. Douglas T. Hall
September 1976

Report Descriptors: WORK ATTITUDES; ATTITUDES; ORGANIZATIONAL STRUCTURE; JOB STRUCTURE

NTIS PB283161/AS

5-263 DUAL WORKER MARRIED COUPLES

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Dr. Graham L. Staines, Research Investigator, Survey Research Center

Grant 91-26-75-28
Project completed fiscal year 1979

Descriptors: CAREER CHOICE; LIFESTYLES; MALE/FEMALE; PROFESSIONALS; WORKER TRAITS

This project investigated the family relationships of dual worker married couples and the effect of each worker's job on his or her spouse. The following issues were explored: (1) Whether the husband's job has more impact on his wife's well-being than her job has on his; (2) how the husband's work experiences compare with those of the wife; and (3) how dual career couples compare with couples in which (a) only the husband has a career job and (b) both members work but are not involved in career jobs.

Analyses were drawn from 250 couples who were interviewed for the 1969-70 Survey of Working Conditions. The study assessed the interaction between the jobs of the husband and wife, using statistical procedures that also considered the effect of the wife's job on her own well-being.
1978

NTIS PB273927/AS

5-264 EARLY CAREER CONTINGENCIES IN THE PROCESS OF STATUS ATTAINMENT

DUKE UNIVERSITY
DURHAM, N.C.

Grant 91-37-76-25
Project completed fiscal year 1977

Dr. Alan C. Kerckhoff and Dr. Alan A. Parrow
April 1977

Report Descriptors: EDUCATIONAL ATTAINMENT; CAREER PATTERNS; NATIONAL LONGITUDINAL SURVEYS

NTIS PB274268/AS

5-265 EARNINGS, OCCUPATIONAL CHOICE, AND THE EARLY YEARS OF FAMILY FORMATION, WHITE AND BLACK WOMEN: A STUDY FROM THE NLS

UNIVERSITY OF HOUSTON
HOUSTON, TEX.

Grant 91-48-76-47
Project completed fiscal year 1978

Dr. Paul R. Gregory—with William J. Moore, R. Mark Wilson and Carol Rankin
November 1977

Report Descriptors: EARNINGS; FAMILIES; WOMEN; OCCUPATIONAL CHOICE; NATIONAL LONGITUDINAL SURVEYS

NTIS PB247148/AS

5-266 EFFECTS OF CHILD HEALTH STATUS ON MATERNAL LABOR SUPPLY

THE JOHNS HOPKINS UNIVERSITY
BALTIMORE, MD.

Dr. David S. Salkever

Grant 91-24-77-35
Project completed fiscal year 1979

Descriptors: MOTHERS; CHILDREN; HEALTH; LABOR SUPPLY; LABOR FORCE PARTICIPATION

This report describes two empirical studies of the effects of child health problems on maternal labor supply. The first study used 1972 data from the Panel Study of Income Dynamics to estimate the relationship between child health problems and maternal hours of work. The second used 1972 data from the Health Interview Survey of the National Center for Health Statistics to estimate the effects of children's disabilities on maternal work status.

The results of these analyses support the following conculsions: (1) Children's health problems lead to substantial reductions in both maternal hours of work and the probability of the mother's working. Regression coefficients suggest that the reductions amount to as much as one-third of the expected level of labor supply. (2) The effects of children's health problems are stronger for families in which both parents are present, for white families, and for lower income families. The reasons for these differences among families are not entirely clear. The investigator speculated that they may be related to differences in the availability of child-care arrangements and in medical insurance coverage and to effects of the husband's labor supply on two-parent families.

***Ongoing project—final report not yet available.**

Futher research now underway is investigating these possibilities.
1979

NTIS PB301296/AS

5-267* Effects of Different Approaches to Organizational Change on the Persistance of New Behavior

GEORGIA INSTITUTE OF TECHNOLOGY
ATLANTA, GA.

Dr. Edward J. Conlon

Grant 91-13-78-44
Project still in progress

Descriptors: ORGANIZATIONAL ENVIRONMENT; PRODUCTIVITY; QUALITY OF EMPLOYMENT

This research will examine some of the effects of intervention style and feedback patterns on the persistence of newly developed work behaviors. Experimental conditions include unilateral vs. participative intervention styles, groups vs. individual feedback, positive vs. negative feedback, and social influence.

The researcher will assign five 3-person groups to 22 experimental conditions, using the Chicago ballpark vending game as a simulation of an organizational task. It is anticipated that the results will be helpful in designing organizational changes, as well as in extending the theory of planned behavioral change in organizations.

5-268* The Effects of Employment Location and Scheduling of Work Shifts on Women's Economic Opportunities

THE UNIVERSITY OF PENNSYLVANIA
PHILADELPHIA, PA.

Dr. Janice Fanning Madden

Grant 91-42-78-31
Project still in progress

Descriptors: COMMUTING; WORK SCHEDULES; WOMEN; LABOR FORCE PARTICIPATION

The purpose of this study is to analyze and measure: (1) The effect of commuting distances and work hours on the wages and job classifications of women with different racial, household, and personal characteristics; (2) the effect of firm location and the scheduling of work hours on the racial and sexual characteristics of the firm's work force; and (3) the effect of differences in the work schedules of husbands and wives on the assignment of household tasks within the family.

The household decisionmaking model of labor supply will include choice of work hours, job location, and residential location and will be used to estimate the influence of location and time on the labor supply of women workers. Using data from both the University of Michigan's Panel Survey of Income Dynamics and the Study of Americans' Use of Time, the researcher will estimate the locations and times at which women in various types of households and occupations are available for work. These empirical results will be used to analyze the wage elasticities of labor supply and the effects of various possible changes in work schedules and home and job locations on labor supply and on the household division of labor.

5-269 Employment and Income Consequence of Alternative Development Strategies

IOWA STATE UNIVERSITY
AMES, IOWA

Grant 91-19-75-26 (formerly Grant 91-09-74-31)
Project completed fiscal year 1977

INCOME DISTRIBUTION AND EMPLOYMENT IN PUERTO RICO, 1948-1976

Dr. Richard Weisskoff
October 1976

Report Descriptors: PUERTO RICANS; INCOME; EMPLOYMENT; ECONOMIC DEVELOPMENT; ECONOMIC FORECASTING; UNEMPLOYMENT; LABOR DEMAND; PUERTO RICO

NTIS PB274310/AS

5-270* Employment and Income Projections for Puerto Rico in the 1980's

IOWA STATE UNIVERSITY
AMES, IOWA

Dr. Richard Weisskoff

Grant 91-19-77-31
Project still in progress

Descriptors: PUERTO RICANS; LABOR SUPPLY PROJECTIONS; ECONOMIC FORECASTING

The goals of this research are: (1) To make employment projections through the 1980's under alternative growth paths; (2) to compare these employment alternatives with different population projections made under realistic assumptions about return migration; and (3) to sample urban and rural families to test the stability of expenditure coefficients derived from a 1963 budget survey.

Previous work resulted in a multisector input-output simulation model. This study will utilize several economic indexes and indicators from the input-output model. These indicators include occupation-by-industry classification, family income distribution, and wholesale and retail price indexes.

This research should provide direction to those planning policies to combat unemployment in Puerto Rico. Proposed changes in employment and income policies to stimulate economic growth are also anticipated.

5-271 EMPLOYMENT, INCOME, MARRIAGE, AND DIVORCE IN TWO COHORTS OF WOMEN

THE JOHNS HOPKINS UNIVERSITY
BALTIMORE, MD.

Grant 91-24-77-24
Project completed fiscal year 1978

Dr. Andrew J. Cherlin
June 1978

Report Descriptors: WOMEN; EMPLOYMENT; INCOME; NATIONAL LONGITUDINAL SURVEYS

NTIS PB284501/AS

5-272 THE EMPLOYMENT OF DUAL-CAREER COUPLES

GEORGIA STATE UNIVERSITY
ATLANTA, GA.

Grant 91-13-77-19
Project completed fiscal year 1978

Dr. Michael Berger and Larry Wright
March 1978

Report Descriptors: EMPLOYER ATTITUDES; CAREER PATTERNS; WOMEN; DISCRIMINATION; RECRUITMENT; FAMILIES

NTIS PB282970/AS

5-273* ESTIMATION OF COMPLETE EQUILIBRIUM SYSTEMS EXPLAINING AGGREGATE UNEMPLOYMENT, EMPLOYMENT AND THE REAL WAGE

DUKE UNIVERSITY
DURHAM, N.C.

Dr. George E. Tauchen

Grant 91-37-78-45
Project still in progress

Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; LABOR MARKET BEHAVIOR; JOB SEARCH; FRICTIONAL UNEMPLOYMENT; UNEMPLOYMENT/INFLATION TRADEOFF; DURATION OF UNEMPLOYMENT

Job search models attempt to explain how people go about looking for—and accepting or rejecting—job offers. One such model goes so far as to suggest that all unemployment is due to search behavior, implying that all unemployment is, in a sense, voluntary. This model is the microeconomic base for the natural rate of unemployment hypothesis.

This research project will test this job search model. The investigator will use quarterly data on an autoregressive moving average (ARMA) econometric model of the level of unemployment, employment, and the real wage in the United States. The model assumes that all unemployment is frictional. He will then compare the job-acceptance probabilities generated by the model with published data on the length of unemployment spells, thus testing the model.

The main policy implication is the testing of the natural rate hypothesis and thus the longrun effectiveness of monetary fiscal policies in fighting unemployment. Other implications include estimations of the time lags for workers to react to labor market information and of possible differences among various demographic groups such as teenagers and adults in search behavior.

5-274* FACTORS INFLUENCING ROLE-INNOVATIVE CAREER STRIVING IN BLACK AND WHITE WOMEN

HOWARD UNIVERSITY
WASHINGTON, D.C.

Dr. Martha T. Mednick, Department of Psychology

Grant 91-11-76-48
Project still in progress

Descriptors: OCCUPATIONAL CHOICE; CAREER ASPIRATIONS; CAREER CHOICE; WOMEN

The object of this study is the comparison of the effects of a set of cognitive and motivational factors on career strivings in black and white college women. A sample of college junior and senior women is being selected on the basis of their aspirations to traditional, moderately innovative, or innovative careers. They will be given a questionnaire containing measures of sex role, self-concept, approach and avoidance achievement motives, levels of expectancy for success, and casual contributions about success and failure.

5-275* THE IMPACT OF INSTITUTIONAL RULES AND NONUNION COMPETITION ON THE UNION CONSTRUCTION LABOR MARKET

UNIVERSITY OF PENNSYLVANIA
PHILADELPHIA, PA.

Dr. Jeffrey M. Perloff

Grant 91-42-77-33
Project still in progress

Descriptors: UNIONS; INSTITUTIONAL CHANGE; NATIONAL LONGITUDINAL SURVEYS; LABOR MARKET BEHAVIOR

The object of this research is to improve understanding of how institutional rules affect the composition of union and nonunion labor markets and how the composition, in turn, determines the union-nonunion wage differential. The impact of contract clauses and licensing laws on local markets will be analyzed for their effect in restricting nonunion competition. The restrictive laws and clauses can result in either nonunion competition or large wage differentials.

Maximum likelihood statistical techniques will be used to estimate the impact of institutional rules and licensing laws on competition in construction labor markets and on wage differentials. Data sources include the Current

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*Ongoing project—final report not yet available.

Population Survey, National Longitudinal Survey, and the Income Dynamics Panel Study. Increased understanding of the nonunion competitive role in local labor markets should improve predictions of future wage changes. Analysis of the characteristics of workers switching industries in response to declining activity in the construction industry should contribute to a better understanding of similar changes in other sectors.

5-276 Impact of Language Shift on Occupational Achievement

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Grant 91-26-76-30
Project completed fiscal year 1977

LANGUAGE MAINTENANCE, LANGUAGE SHIFT, AND OCCUPATIONAL ACHIEVEMENT IN THE UNITED STATES

Dr. John Angle
June 1977

Report Descriptors: ASSIMILATION; CAREER PATTERNS; OCCUPATIONAL STATUS

NTIS PB274282/AS

5-277 The Impact of Minimum Wages on School Enrollment and Labor Force Status of Youths

IOWA STATE UNIVERSITY
AMES, IOWA

Dr. James Peter Mattila

Grant 91-19-78-32
Project completed fiscal year 1979

Descriptors: MINIMUM WAGE LAWS; PART-TIME EMPLOYMENT; YOUTH; HUMAN CAPITAL

This study investigated the effect of minimum wage laws on the school enrollment and labor force status of young people aged 14 to 24. The analysis was based primarily on time series data from the October school enrollment supplement to the Current Population Survey. In estimating the impact of minimum wages, the researcher controlled for variations in the rate of return to education, family income, employment in service and agricultural occupations, unemployment rate, fertility of young women, and proportion of young men in the armed services.

The study found that minimun wages have displaced out-of-school youth from full-time jobs and agricultural work, but those displaced are more likely to continue their education than to remain out of school and unemployed. Higher minimum wages significantly increase high school enrollments among youth aged 16 and 17 and college enrollments among those 18 and 19. This schooling effect declines substantially after age 19. If the minimum wage does increase teenage unemployment (other than during the summer), it does so primarily among students.
June 1979

Report Descriptors: MINIMUM WAGE LAWS; TEENAGERS; HUMAN CAPITAL; ECONOMIC ANALYSIS AND ECONOMETRICS

NTIS PB297683/AS

5-278 The Impact of Recent Legislative and Administrative Changes on Workers' Compensation in Texas

NORTH TEXAS STATE UNIVERSITY
DENTON, TEX.

Grant 91-48-72-10
Project completed fiscal year 1977

A STUDY OF ADMINISTRATIVE IMPROVEMENT OF WORKMEN'S COMPENSATION IN TEXAS

Dr. Sam B. Barton
1977

Report Descriptors: WORKERS' COMPENSATION LAWS; SERVICE DELIVERY SYSTEMS; ASSESSMENT AND EVALUATION; GOVERNMENT POLICIES

NTIS PB290371/AS

5-279 Interaction Effects of Personality, Job Training, and Labor Market Conditions on Personal Employment and Income

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Grant 91-26-72-12
Project completed fiscal year 1977

Dr. Kent H. Marquis and Dr. Robert L. Hubbard
May 1976

Report Descriptors: INCOME; WORK ATTITUDES; MOTIVATION; ASPIRATIONS; TRAINING EFFECTIVENESS AND IMPACT; LABOR MARKET BEHAVIOR

NTIS PB276291/AS

5-280 An Investigation of Collective Bargaining in Secondary Labor Markets in the South

NORTH CAROLINA AGRICULTURAL AND
TECHNICAL STATE UNIVERSITY
GREENSBORO, N.C

Dr. Maurice B. Better, Department of Economics

Grant 91-37-76-35
Project completed fiscal year 1979

Descriptors: COLLECTIVE BARGAINING; DUAL LABOR MARKETS; SOUTHERN STATES

This project investigated union organizing and collective-bargaining activities among unskilled workers in the retail and wholesale trade and service industries and in State and local governments in the South. The investigator interviewed union officials and staff who recruited and represented unskilled workers to determine the impact of union recruiting efforts in the 1960's and 1970's.

The report argues that union membership increased in these sectors, despite such factors as the high cost of organizing coupled with limited union resources for organizing, the hostility of many employers toward unions, and constraints imposed by labor laws and the administration of these laws. The study also found that union recruiting efforts contributed to a rationalization of the worker-employer relationship. It reports that the subjectivity and arbitrariness that characterized supervision before the arrival of the union gave way to objective and concrete standards in job- and personnel-related matters.
June 1978

Report Descriptors: COLLECTIVE BARGAINING; DUAL LABOR MARKETS; SOUTHERN STATES; UNIONIZATION

NTIS PB285876/AS

5-281* Job Relocation Among College Professors: Background Characteristics and Labor Market Effects

THE RESEARCH FOUNDATION OF THE CITY UNIVERSITY OF NEW YORK
NEW YORK, N.Y.

Dr. Robert E. Kapsis and Dr. Paul Blumberg

Grant 91-36-78-51
Project still in progress

Descriptors: LABOR FORCE BEHAVIOR; CAREER PATTERNS; EMPLOYMENT PATTERNS; JOB SEARCH; JOB LOSS; UNIVERSITY OCCUPATIONS

The objectives of the study are: (1) To describe the types of jobs acquired by dismissed faculty and to determine the proportion who have left academic life altogether; (2) to isolate the factors that influence or predict whether an instructor leaves academia; (3) to determine the extent to which laid-off instructors currently employed in a nonacademic setting and those who have regained full-time academic employment differ in attitudes and psychology; and (4) to consider objectives 1 through 3 from the perspective of how an academic discipline's relationship to both the academic and the nonacademic labor markets may influence the job-relocation process.

To reach these objectives, the investigators sent a 91-item mail questionnaire in the fall of 1977 to 585 full-time teaching faculty at The City University of New York who were dismissed from their jobs in August 1976. The questionnaire probed for detailed information on such factors as job history, academic productivity, educational qualifications, and psychological well being. Both path analytic and cross-tabulation procedures will be used to analyze the survey data.

The study should provide insight on the ways dismissed faculty regain academic employment and the sociopsychological characteristics of those who do not return.

5-282 Job Search Activities of the Unemployed: Theory and Evidence

PURDUE UNIVERSITY
WEST LAFAYETTE, IND.

Dr. John M. Barron and Dr. Wesley S. Mellow

Grant 91-18-77-26
Project completed fiscal year 1979

Descriptors: JOB SEARCH; UNEMPLOYMENT; DURATION OF UNEMPLOYMENT

This project tested several hypotheses of job search theory, using an expanded model of search behavior and new microdata on the jobseeking activities of the unemployed. During the initial research, the investigators developed a model of job search behavior by the unemployed and tested resulting hypotheses relating an unemployed person's search intensity, methods of search, acceptance wage level to nonwage income, duration of unemployment, and reason for unemployment. The data used to test these hypotheses were obtained from a survey by the Bureau of the Census of a sample of 5,000 unemployed workers seeking jobs.

The final report consists of three papers. The first, "Search Effect in the Labor Market," examines the impact of such factors as unemployment insurance (UI) benefits, the likelihood of recall, and nonwage income on the search intensity of the unemployed. The second paper, "Search Choices and Changes in Labor Status Among the Unemployed," shows that the choice of search intensity and a reservation wage has the expected influence on subsequent labor force status. The third paper, "Unemployment Insurance: New Evidence on the Recipients and Its Impact," focuses on the substantial net impact of UI benefits on subsequent labor force status.

THE DETERMINANTS OF CURRENT SEARCH EFFORT AND SUBSEQUENT LABOR FORCE STATUS
September 1978

Report Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; GOVERNMENT POLICIES; UNEMPLOYMENT; JOB SEARCH; UNEMPLOYMENT INSURANCE

NTIS PB289907/AS

5-283* Labor Market Effects on Female Labor Force Participation

THE UNIVERSITY OF ILLINOIS
URBANA, ILL.

***Ongoing project—final report not yet available.**

Linda J. Waite and Ross M. Stolzenberg

Grant 91-17-79-21
Project still in progress

Descriptors: FEMALES; LABOR FORCE PARTICIPATION; ECONOMIC ANALYSIS AND ECONOMETRICS

This research will investigate various hypotheses about the ways in which labor market factors intensify or weaken the effects of individual economic, social, and demographic characteristics on women's labor force participation. The empirical part of the investigation will be carried out in two phases. First, the investigators will estimate the parameters of an individual-level model of female labor force participation for each of 409 county groups in the United States. Data used for this analysis will be the Bureau of the Census one-in-a-hundred county group public use data file. The results of these 409 separate analyses will indicate the effect of various individual characteristics on probability of labor force participation for women in *each county group*. Second, the study will test hypotheses about the relationship between the labor market characteristics of the county groups and the impact the individual characteristics of of women in those areas. Data for this second phase of the analysis will be drawn from the results of the first-phase analysis, the *County and City Databook*, and the same public use sample data used in the first phase. Findings are expected to be useful to local planners trying to design or evaluate employment and training programs suited to the needs of their areas.

5-284* LABOR MARKET STATES AND LABOR MARKET EXPERIENCE

UNIVERSITY OF CALIFORNIA
BERKELEY, CALIF.

Dr. George A. Akerlof

Grant 91-06-79-33
Project still in progress

Descriptors: UNEMPLOYMENT; LABOR MARKET BEHAVIOR; BUSINESS CYCLE

This project will carry out a study designed to challenge the use of statistics on turnover of labor market states as a summary of labor market behavior. The investigator argues that statistics on individuals should be used instead. As an application of this idea, the study will indicate that, although turnover statistics show that jobs and unemployment are of short duration, nevertheless most persons spend most of their working lives in jobs of long duration, and, similarly, the jobless spells of most unemployed persons are of long duration. Another part of the study will propose a theory of the business cycle suggesting that a recession is associated not only with high unemployment but also with an increase in the average duration of the jobs unemployed workers are leaving.

Consequently, the study will examine the hypothesis that high unemployment is associated not only with a large number of persons out of work but also with the loss of jobs of long tenure. To do so, it will look at statistics on individuals rather than labor market states.

5-285* LABOR MOBILITY AND INCOME CHANGE

NORTHWESTERN UNIVERSITY
EVANSTON, ILL.

Dr. George E. Delehanty, Department of Economics

Grant 91-15-70-12
Project still in progress

Descriptors: LABOR MOBILITY; INCOME DIFFERENTIALS; GEOGRAPHIC MOBILITY; INDUSTRIAL MOBILITY; INTERFIRM MOBILITY

This study is analyzing the relationship between geographic, industrial, and employer mobility and income for workers grouped by age, race, and sex. Using data on work and earnings in a 1-percent, employer-employee subsample of Social Security Administration records for 1959-63, the study is attempting to find out by how much, for whom, and through what processes income change is related to labor mobility.

5-286 LAWYER EARNINGS AND BARRIERS TO ENTRY

VANDERBILT INSTITUTE FOR PUBLIC POLICY STUDIES
NASHVILLE, TENN.

Dr. Malcolm Getz, Dr. John J. Siegfried, and Dr. Terry Calvani

Grant 91-47-77-11
Project completed fiscal year 1979

Descriptors: OCCUPATIONAL LICENSING; EARNINGS; LABOR MARKET AREAS; GEOGRAPHIC MOBILITY

This study estimated the supply of lawyers available to partnership law firms, using 1972 data for 69 standard metropolitan statistical areas. The model used for the study controls for differences among metropolitan areas in factors such as the cost of living and environmental characteristics, which should influence the relative earnings of lawyers in longrun equalibrium.

A review of the literature on the effect of licensure restrictions on professional earnings yielded the hypotheses that bar examination failure rates, the absence of reciprocity, and nonresident bar adminssion fees are all positively correlated with lawyers' earnings. However, the empirical results provided no support for these hypotheses. The sole important determinant of geographic differentials in the earnings of associate attorneys in partnerships in 1972 appeared to be local professional and technical employment opportunities for women, although environmental characteristics as a group were also important.

BARRIERS TO INTERMETROPOLITAN MOBILITY OF LAWYERS
August 1978

Report Descriptors: OCCUPATIONAL LICENSING; EARNINGS; GEOGRAPHIC MOBILITY; LAWYERS; LABOR SUPPLY

NTIS PB285875/AS

5-287 Male-Female Wage Differentials: The Theory and Estimation of Differential Overqualification

CORNELL UNIVERSITY
ITHACA, N.Y.

Dr. Robert H. Frank

Grant 91-36-77-54
Project completed fiscal year 1979

Descriptors: SEX DIFFERENCES; WAGE DIFFERENTIALS; MALE/FEMALE; INCOME DIFFERENTIALS

This study tried to find out how much of the wage differential between men and women is explained by the fact that the husband's career usually determines the family's geographic location. To do so, the researcher first used a microeconomic wage equation to estimate male-female wage differentials for married persons working in labor markets of different sizes. He then developed a model fitted to data from the Survey of Economic Opportunity and from a survey of female graduates of Cornell University to quantify the family decision mechanism.

The findings support the idea that family location constraints do adversely affect female wage rates. Although other factors help to explain the wage differential, some of these factors may also be related to the family's decision on geographic location.

WHY WOMEN EARN LESS: THE THEORY AND ESTIMATION OF DIFFERENTIAL OVERQUALIFICATION
1979

Report Descriptors: SEX DIFFERENCES; WAGE DIFFERENTIALS; MALE/FEMALE; INCOME DIFFERENTIALS; EARNINGS; WORKER UTILIZATION

5-288* Measurement of Role Model Characteristics

GEORGE PEABODY COLLEGE FOR TEACHERS
NASHVILLE, TENN.

Dr. Barbara Strudler Wallston

Grant 91-47-77-38
Project still in progress

Descriptors: ROLE MODELS; WOMEN; TRANSITION FROM SCHOOL TO WORK

The objective of this research is to develop and validate role models, or behavior patterns, for women. These role models, of which valuing, encouraging, and receiving support from women have been selected as being most crucial in influencing women's career decisions, allow for consolidating individual characteristics and support forms that affect the career selections of women. Each role model measures and incorporates an increasing degree of support, from silent approval to active encouragement, by women for other women.

Two groups of women, one composed of graduate students and the other of working women, will provide the data base. A modified, multitrait, multimethod matrix approach will be utilized in validating each role model.

The application of these models should facilitate women's transition from school to work, assist women in returning to the work force, and encourage women to train for professional roles.

5-289* A Microeconomic Analysis of Voluntary Labor Mobility

CORNELL UNIVERSITY
ITHACA, N.Y.

Olivia S. Mitchell

Grant 91-36-79-37
Project still in progress

Descriptors: LABOR MARKET BEHAVIOR; LABOR MOBILITY; ECONOMIC ANALYSIS AND ECONOMETRICS

This project will use econometric techniques to analyze the demographic, human capital, and institutional determinants of worker quit behavior in the United States. The regression analyses will be performed on a new panel data set from the Michigan Survey Research Center, which provides information on individual workers and the nonwage fringe benefits available at their places of employment. The project will evaluate econometric quit models incorporating worker and firm-level information and develop a general method of estimating the costs of job changing accounted for by firm-specific skills and nonwage fringe benefits.

5-290* Midlife Career Change: Patterns of Coping Response to Transitions in Employment

UNIVERSITY OF MASSACHUSETTS AT BOSTON
BOSTON, MASS.

Dr. Samuel Osherson, Department of Psychology

Grant 91-25-75-41
Project still in progress

Descriptors: ADJUSTMENT; LIFESTYLES; MIDDLE-AGED WORKERS; OCCUPATIONAL MOBILITY; EMPLOYMENT PATTERNS

The object of this research is to provide insight into the process of midlife career change. A variety of adjustments are made by the individual in a job transition, and these adjustments can be potentially stressful events. Coping response theory will be combined with an ego functioning model to produce a model with 12 ego functions. Using this model, the researcher hopes to: (1)

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*Ongoing project—final report not yet available.

Determine the motivations underlying the decision to change careers at midlife; (2) understand sources of stress and difficulty in the process of midlife career change; and (3) assess adaptive and maladaptive patterns of coping response to this stress.

A clinical interview procedure will be used to obtain detailed life history information on individuals 40 to 60 years old who have changed careers. A content analysis will assess the level of ego functioning, both at the time of career change and at present.

5-291* NONPECUNIARY CHARACTERISTICS AND THE DECISION TO CHANGE JOBS

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Ann P. Bartel

Grant 91-36-79-40
Project still in progress

Descriptors: ADJUSTMENT; INCENTIVES; MOTIVATION; CAREER ASPIRATIONS; WORK ATTITUDES

This research is analyzing the effects of various job characteristics on an individual's decision to change jobs. The researcher is testing two models of decisionmaking to observe the sum of all pecuniary and nonpecuniary factors that enter into decisions to change jobs.

The study is using information from three data sets—the National Longitudinal Surveys of young and mature men, the 1972 Compensation Survey of the Bureau of Labor Statistics, and the 1973-77 Panel of the University of Michigan's Quality of Employment Survey.

The research findings should be useful to researchers, personnel managers, and public policymakers in deciding on issues related to job mobility, understanding the types of remuneration employees desire at different stages of their working lives, and responding to workers' concern for a safe working place.

5-292* OCCUPATIONAL SEGREGATION BY SEX: DETERMINANTS, CHANGES, AND THE IMPACT OF EQUAL EMPLOYMENT OPPORTUNITY LAWS

RADCLIFFE COLLEGE, THE INSTITUTE FOR INDEPENDENT STUDY
CAMBRIDGE, MASS.

Andrea H. Beller

Grant 91-25-78-04
Project still in progress

Descriptors: EQUAL EMPLOYMENT OPPORTUNITY ACT (1972); CAREER CHOICE; DISCRIMINATION; OCCUPATIONAL STRUCTURE

This study will examine the determinants and extent of occupational segregation by sex between 1967 and 1974, focusing attention on the effect of the enforcement of equal employment opportunity laws.

Primary data analysis on occupations of men and women and their economic and demographic characteristics will be based on information from the U.S. Census Bureau's Annual Demographic File of the 1975, 1972, and 1968 Current Population Surveys. The Current Population Survey-Occupational Change in a Generation Replicate Master File will be used to estimate biases that may arise by the omission of background factors.

The research is expected to illuminate such issues as policies on day care, career training grants, and incentives to employers (rather than penalties, as under the present laws).

5-293* OCCUPATION HAZARDS, COMPENSATING DIFFERENTIALS, AND WORKERS' COMPENSATION

WESTERN ILLINOIS UNIVERSITY
MACOMB, ILL.

Dr. Stuart Dorsey

Grant 91-17-79-36
Project still in progress

Descriptors: WAGES; WORKERS' COMPENSATION; WORKING CONDITIONS; WORK INCENTIVES

The purposes of this study are to improve estimates of the efficiency of labor markets in producing compensating wage premiums for hazardous employment and to determine if changes in liability rules made by workers' compensation laws affect wage rates. It will try to improve estimates of wage premiums for job risks by including a measure of liability for job-related injuries, usually omitted from such estimates. The measure to be used in this analysis is workers' compensation insurance rates.

5-294 ORGANIZATIONAL STRATEGIES FOR PRESERVING JOBS AND STRENGTHENING LOCAL ECONOMIES

CORNELL UNIVERSITY
ITHACA, N.Y.

Grant 91-36-76-39
Project completed fiscal year 1978

Dr. William F. Whyte
June 1978

Report Descriptors: EMPLOYMENT TERMINATION; ORGANIZATIONAL ENVIRONMENT; ORGANIZATIONAL STRUCTURE

5-295* PERCEIVED DISCRIMINATION, WORK ATTITUDES AND LABOR MARKET EXPERIENCE

THE RESEARCH FOUNDATION OF THE STATE UNIVERSITY OF NEW YORK/SUNY
BUFFALO, N.Y.

Dr. Brian E. Becker

Grant 91-36-78-41
Project still in progress

Descriptors: DISCRIMINATION; WORK ATTITUDES; BLACK/WHITE; LABOR MARKET BEHAVIOR; NATIONAL LONGITUDINAL SURVEYS

The study will draw on the work of labor economics and industrial psychology to provide a comprehensive analysis of the way in which discrimination affects the labor market experiences of blacks. It will attempt to estimate the extent to which discrimination produces differences in the work attitudes of blacks and whites and examine the influences of these differences on labor market experiences. The study will use data on the older half of the young men's cohort of the National Longitudinal Surveys.

5-296* PERMANENT DIFFERENCES IN UNEMPLOYMENT RATES AND PERMANENT WAGE DIFFERENTIALS

UNIVERSITY OF FLORIDA
GAINSVILLE, FLA.

Dr. James D. Adams

Grant 91-12-79-41
Project still in progress

Descriptors: UNEMPLOYMENT; WAGE RATES; LONGITUDINAL SURVEYS

This study will measure the effect of geographic differences in unemployment rates on wage rates. It will also investigate the sources of differences in individual probabilities of unemployment.

To isolate the effect of geographic differences in unemployment rates, the researcher will conduct a cross sectional analysis of individual wages as a function of both individual and area characteristics. Individual variables to be held constant are education, labor market experience, union membership, health status, and marital status. Area variables include the tax subsidy for unemployment benefits, local cost of living, and the unemployment rate. Data will be drawn from the Michigan Panel Study of Income Dynamics and the National Longitudinal Survey of young men.

Study results are expected to provide evidence on the effects of unemployment and economic conditions on area wage rates.

5-297* THE PERSONALITY AND ATTITUDINAL CHARACTERISTICS OF CAREER AND HOMEMAKING ORIENTED WOMEN

WAYNE STATE UNIVERSITY
DETROIT, MICH.

Dr. Robert A. Mendelsohn, Department of Psychology

Grant 91-24-68-29
Project still in progress

Descriptors: ATTITUDES; MALE/FEMALE; CAREER PATTERNS; WOMEN; ATTAINMENT; ROLE MODELS; WORK ATTITUDES; ROLE CONFLICT

This investigation of personality characteristics, conceptions of masculine and feminine roles, and bases of self-esteem is an attempt to explain why so few of the women who work have jobs commensurate with their capabilities.

A sample of 1,500 women and 500 men who graduated from Wayne State University are being given a personality test and asked to answer a questionnaire concerning their marital status and work experience. The analysis is attempting to establish differences between those women who are actively engaged in careers and those who are predominantly or exclusively homemakers and between these two groups and the men.

5-298 A PILOT STUDY OF PERCEIVED OCCUPATIONAL SIMILARITIES

THE UNIVERSITY OF ILLINOIS
URBANA, ILL.

Grant 91-17-74-29
Project completed fiscal year 1977

COGNITIVE IMAGES OF THE OCCUPATIONAL STRUCTURE

Dr. Reeve Vanneman
December 1976

Report Descriptors: STATUS; ATTITUDES; OCCUPATIONAL STATUS

NTIS PB267062/AS

5-299* A PILOT STUDY OF RESPONSE TO JOB OFFERS AS AN INDEX OF LABOR MARKET CONDITIONS

STANFORD UNIVERSITY
STANFORD, CALIF.

Dr. Melvin W. Reder, Institute of Public Policy Analysis

Grant 91-05-70-44
Project still in progress

Descriptors: PILOT STUDY; JOB SEARCH; JOB APPLICANTS; CALIFORNIA, SAN FRANCISCO BAY AREA

This study is investigating the possibility of expanding the base for calculating unemployment rates to include a measure of intensity of job-search activity. It is developing and experimenting with instruments to measure: (1) The intensity with which unemployed persons search for jobs and (2) the success of individuals in locating employment relative to the intensity of their jobseeking.

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*Ongoing project—final report not yet available.

The researcher is selecting samples of applicants at private firms and various types of placement agencies in the San Francisco Bay area; stratifying them by such characteristics as age, sex, and occupational category; and tabulating individual reactions to valid job vacancies reported to them by the researchers. A scale for classifying individuals by the degree of intensity with which they search for jobs is being constructed. Data are being collected in followup interviews from the sample groups for an assessment of subsequent job success relative to individual characteristics and intensity of job search.

5-300 Psychological Influences on White-Collar Pay

MICHIGAN STATE UNIVERSITY
EAST LANSING, MICH.

Grant 91-26-75-27
Project completed fiscal year 1978

PSYCHOLOGICAL AND HUMAN CAPITAL INFLUENCES UPON THE SALARIES OF WHITE-COLLAR WORKERS

Dr. Einar Hardin
March 1978

Report Descriptors: ATTITUDES; DATA SOURCES AND USE; HUMAN CAPITAL; INCOME; WHITE-COLLAR OCCUPATIONS; ECONOMIC ANALYSIS AND ECONOMETRICS

NTIS PB283056/AS

5-301 Quality of Employment and Self-Investment in Work

MICHIGAN STATE UNIVERSITY
EAST LANSING, MICH.

Grant 91-26-74-24
Project completed fiscal year 1977

Dr. William A. Faunce
August 1976

Report Descriptors: WORK INCENTIVES; ATTITUDES; PRODUCTIVITY; MOTIVATION

NTIS PB267138/AS

5-302 Race and Sex Differences in the Probability and Consequences of Turnover

THE UNIVERSITY OF ILLINOIS
URBANA, ILL.

Dr. Francine D. Blau and Dr. Lawrence M. Kahn

Grant 91-17-78-01
Project completed fiscal year 1979

Descriptors: NATIONAL LONGITUDINAL SURVEYS; CAREER PATTERNS; TURNOVER; WOMEN; MINORITIES

This project was concerned with identifying and analyzing race-sex differences in the probability and consequences of voluntary and involuntary turnover. It used data from the National Longitudinal Surveys of young men and women.

The investigators found that blacks and whites have about the same overall quit rates but that, among workers of comparable personal and job characteristics, blacks quit their jobs less frequently than do whites. While women were found to have substantially higher average quit rates than men, they quit in response to a given set of personal and job characteristics at about the same rate as men. For all groups, quitting has little effect on current wages but does raise long-term earnings prospects.

The chances of being laid off are less for women than for men and less for whites than for blacks. Once workers are laid off, more men than women and more whites than blacks are reemployed.

Among those who were reemployed by the time of the next National Longitudinal Survey, women were not necessarily hurt by layoffs. White men suffered greater declines in both current wage growth and long-term earnings prospects relative to persons who were not laid off than did black men.
January 1979

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; CAREER PATTERNS; TURNOVER; MALE/FEMALE; MINORITIES

NTIS PB293048/AS

5-303* The Relationship Between Unemployment and Commuting Within Geographical Areas

UNIVERSITY OF HOUSTON
HOUSTON, TEX.

Dr. Louis H. Stern, Department of Economics and Finance

Grant 91-46-68-48
Project still in progress

Descriptors: COMMUTING; STANDARD METROPOLITAN STATISTICAL AREA (SMSA); LABOR MARKET AREAS; UNEMPLOYED

This pilot study is considering whether 15 regions delineated as standard metropolitan statistical areas (SMSA's) are actually adequate for labor market analyses.

Using 1960 census data, the study seeks to determine whether an SMSA's unemployment rate is an appropriate economic indicator for any of its geographic subdivisions. It is testing the hypothesis that commuting to jobs within the area generally equalizes unemployment rates among the subdivision residents who are in the labor force, allowing for differences in occupation, sex, and racial or ethnic group.

5-304 SEX DIFFERENCES IN EARLY CONTINGENCIES IN ATTAINMENT

DUKE UNIVERSITY
DURHAM, N.C.

Dr. Alan C. Kerckhoff and Dr. Alan A. Parrow

Grant 91-37-77-17
Project completed fiscal year 1979

Descriptors: EDUCATIONAL ASPIRATIONS; EDUCATIONAL ATTAINMENT; EDUCATIONAL EFFECT ON CAREER PATTERNS; SEX DIFFERENCES; SOCIODEMOGRAPHIC CHARACTERISTICS; NATIONAL LONGITUDINAL SURVEYS

The young women's sample of the National Longitudinal Surveys was used to study the effects of marriage and parenthood on educational and occupational attainment. The subjects were 14 through 24 years of age in 1968 and were followed through 1975. Multiple regression analyses were conducted for subsamples that were homogeneous with respect to age, race, marital status, and school enrollment status in 1968.

Study findings indicate that significant depressing effects on both educational and occupational attainments are associated with both early marriage and early parenthood. Since ages at marriage and parenthood were highly correlated among the white women, the separate effects of each were difficult to specify. But for blacks, early marriage and early parenthood produce independent depressing effects. Women suffer greater educational losses from marriage than do men. Men show no losses because of parenthood and, unlike women, do not have lower occupational attainment as a result of early marriage and parenthood.
October 1978

Report Descriptors: STATUS; EARLY CAREERS; SEX DIFFERENCES

NTIS PB289279/AS

5-305 THE STAFF SALARY STRUCTURE OF A LARGE URBAN UNIVERSITY WITH SPECIAL REFERENCES TO SEX DISCRIMINATION

CARNEGIE-MELLON UNIVERSITY
PITTSBURGH, PA.

Grant 91-42-73-32
Project completed fiscal year 1977

Dr. Nancy M. Gordon; Dr. Thomas E. Morton
July 1974

Report Descriptors: SEX DISCRIMINATION; WAGE DIFFERENTIALS; MALE/FEMALE; UNIVERSITIES AND COLLEGES; ECONOMIC ANALYSIS AND ECONOMETRICS

NTIS PB243623/AS

5-306* THE STRUCTURE OF WITHDRAWAL: RELATIONSHIPS AMONG ALIENATION, TARDINESS, ABSENTEEISM, AND TURNOVER

SOUTHWEST EDUCATIONAL DEVELOPMENT LABORATORY
AUSTIN, TEX.

Dr. Nina Gupta and Dr. G. Douglas Jenkins, Jr.

Grant 91-48-78-39
Project still in progress

Descriptors: ALIENATION; ABSENTEEISM; TURNOVER; ORGANIZATIONAL ENVIRONMENT

The objectives of this study are: (1) To synthesize existing research on the relationships among withdrawal-alienation, tardiness, absenteeism, and turnover; (2) to examine the hypothesis that there is a progression of withdrawal behaviors, beginning with alienation and culminating in turnover; and (3) to explore individual and organizational characteristics that may limit and moderate these relationships. Data for the study were collected from three organizations between May 1972 and December 1976, an automotive accessory plant in the rural South, several branches of a large bank and a pet food manufacturing company in the Midwest.

5-307* A STUDY OF THE EFFECTS AND REACTIONS TO A MERGER ON A COMPANY AND ITS EMPLOYEES

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Dr. Cortlandt Cammann and Mitchell Marks

Grant 91-26-79-22
Project still in progress

Descriptors: ASSESSMENT AND EVALUATION; EMPLOYER PRACTICES AND POLICIES; ORGANIZATIONAL DYNAMICS; ATTITUDES

This research will analyze the impact of a merger on an organization and its employees, with particular attention to the individual and organizatonal circumstances that contribute to the pattern of events resulting from the merger. The analysis will also focus on how mergers bring about organizational changes over time.

Specifically, the study will assess the changes in job satisfaction, turnover, physical health, and quality of life outside of work that result from a merger. To do so, the investigators will study a corporation acquired by a larger firm in 1978; extensive survey data, beginning with 1975, are available on this corporation.

The results of this research will be a case study providing an exploratory investigation of the effects of a conglomerate-type acquisition.

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*Ongoing project—final report not yet available.

5-308 THE SUPPLY OF PROFESSIONAL AND NONPROFESSIONAL NURSES

UNIVERSITY OF DELAWARE
NEWARK, DELAWARE

Grant 91-10-76-68
Project completed fiscal year 1978

THE SUPPLY OF MARRIED PROFESSIONAL NURSES

Dr. Charles R. Link and Russell F. Settle
December 1977

Report Descriptors: LABOR DEMAND; INTERNAL LABOR MARKETS; LABOR FORCE; NURSES; LABOR SUPPLY; HEALTH OCCUPATIONS

NTIS PB280987/AS

5-309 TASK DESIGN: TECHNOLOGICAL DESCRIPTIONS, MANPOWER REQUIREMENTS, AND WORKER RESPONSES

UNIVERSITY OF WISCONSIN
MADISON, WIS.

Dr. Randall B. Dunham

Grant 91-55-76-64
Project completed fiscal year 1979

Descriptors: JOB SATISFACTION; TECHNOLOGY AND TECHNOLOGICAL CHANGE; JOB ANALYSIS; WORKER TRAITS

This project consisted of six closely coordinated research studies. The first examined the critical job characteristics that influence worker reactions to jobs and found that those that workers consider important vary from group to group. The second examined several scales used to measure job satisfaction and job design. It found that some of the most common measures of job satisfaction are not appropriately applied. The third demonstrated that the sources of job satisfaction can best be understood by using taditional job analysis instruments in combination with developed preceptual job design measures. The fourth study showed that job enlargement may increase worker ability requirements and necessitate higher compensation.

A further study showed that the interaction between job characteristics and nonjob work duties (e.g., worker relations) is such that only workers in certain types of organizations are likely to view job enlargement favorably. The final study showed that, when jobs are changed so that workers perceive increases in job variety, autonomy, and other characteristics, satisfaction and motivation levels tend to increase.
June 1979

NTIS PB296739/AS

5-310* THE UNEMPLOYED AND THE FOOD STAMP PROGRAM

PORTLAND STATE UNIVERSITY
PORTLAND, OREG.

Dr. Judith A. Barmack, Urban Studies Center

Grant 91-41-76-49
Project still in progress

Descriptors: UNEMPLOYMENT; WORK INCENTIVES

This research is identifying and evaluating the factors associated with low-level utilization of the Food Stamp Program by eligible unemployed workers. An attempt is being made to map the decisionmaking process that culminates in program participation or nonparticipation.

Data collection includes personal interviews with a sample of 600 unemployment insurance beneficiaries. The characteristics of food stamp users and nonusers will be compared for an explanation of why not all eligible unemployed workers take advantage of the program benefits. Subsamples consist of: (1) Households receiving only unemployment benefits and (2) households receiving unemployment and food stamp benefits.

5-311 UNEMPLOYMENT INSURANCE IN TRANSITION

UNIVERSITY OF CALIFORNIA
BERKELEY, CALIF.

Grant 91-06-76-28
Project completed fiscal year 1978

UNEMPLOYMENT INSURANCE IN TRANSITION: AN EVALUATION OF THE IMPACT OF U.I.

Dr. Clair B. Vickery
March 1978

Report Descriptors: UNEMPLOYMENT INSURANCE; INCOME MAINTENANCE; EFFECTIVENESS OF PROGRAMS; WORK INCENTIVES; INCOME MAINTENANCE

NTIS PB284369/AS

5-312* WAGE DISCRIMINATION IN THE FEDERAL GOVERNMENT

UNIVERSITY OF CALIFORNIA
SANTA BARBARA, CALIF.

George J. Borjas

Grant 91-06-79-44
Project still in progress

Descriptors: WAGE STRUCTURE; WAGE DISCRIMINATION; WAGE EARNERS

This study will analyze wage differentials by sex and race in the Federal Government. It will measure both the extent of the differentials and their amount in various

Federal Agencies. The information source will be the central personnel data file of the U.S. Office of the Personnel Management (formerly the Civil Service Commission).

These findings are expected to provide some understanding of why Federal agencies may differ in employment practices that affect minority and female employees.

5-313 White-Collar Work

NORTHWESTERN UNIVERSITY
EVANSTON, ILL.

Dr. Richard Berk, Department of Sociology

Grant 91-17-74-32
Project completed fiscal year 1979

Descriptors: WHITE-COLLAR OCCUPATIONS; JOB SATISFACTION; ABSENTEEISM; TURNOVER; PRODUCTIVITY; BANKING INDUSTRY; ILLINOIS, CHICAGO

This research deals with the nature of white-collar work. It is based on a survey of 1,308 workers holding managerial, professional, technical, and clerical jobs in 20 financial institutions in the greater Chicago area.

The researcher investigated four major questions: (1) What hiring mechanisms explain the underrepresentation of blacks and women in white-collar work? (2) To what degree is white-collar work becoming more proletarian? (3) What accounts for individual differences in salaries? (4) What accounts for differences in the average salaries paid for different jobs? Major conclusions are: (1) Employee recruitment channels reinforce the underrepresentation of blacks and women; (2) the case for classifying white-collar work as proletarian is, at best, equivocal; (3) there is evidence of discrimination against women in pay; and (4) there is evidence that "women's" jobs pay less than "men's" jobs.
September 1979

NTIS PB301320/AS

5-314 Wife's Labor Force Participation and Fertility: Evidence from a Longitudinal Study of a Marriage Cohort

THE UNIVERSITY OF ILLINOIS AT CHICAGO CIRCLE
CHICAGO, ILL.

Dr. Eileen Crimmins-Gardner and Dr. Phyllis A. Ewer

Grant 91-17-77-55
Project completed fiscal year 1979

Descriptors: WOMEN; FERTILITY; LABOR FORCE PARTICIPATION

This research concentrated on the relationship between fertility and employment among women in two marriage cohorts. The specific issues investigated were: (1) Changes in fertility, income, and employment over time; (2) the effects of early fertility and marriage on subsequent fertility and employment; and (3) the effects of income, tastes, and prices on subsequent employment and employment expectations. The analysis used data from a longitudinal study of couples in two marriage cohorts.

The major findings are: (1) The presence of young children during the early stages of marriage consistently exerts a strong negative effect on the wife's employment. (2) There is no indication that the early work experiences of young married women result in lower completed fertility and increased levels of future work. (3) The primary influence of a woman's age at marriage and at first birth appears to be on the timing of fertility and employment rather than on the expected family size and future employment. (4) Income, prices, and tastes are all related to the probability that a young mother currently works and expects to do so in the future.
March 1979

NTIS PB294505/AS

5-315 Women and the American Occupational Structure

TEXAS TECHNOLOGICAL UNIVERSITY
LUBBOCK, TEX.

Grant 91-48-74-25 (formerly Grant 91-48-73-35)
Project completed fiscal year 1978

Dr. Elizabeth M. Havens
April 1978

Report Descriptors: LABOR FORCE PARTICIPATION; LONGITUDINAL SURVEYS; MALE/FEMALE; NATIONAL LONGITUDINAL SURVEYS; OCCUPATIONAL STRUCTURE; WOMEN

NTIS PB284344/AS

5-316* Working Life Tables for the United States, 1972, Based on Labor Force Accession and Separation Rates

THE UNIVERSITY OF ILLINOIS
URBANA, ILL.

Dr. Robert Schoen

Grant 91-17-78-10
Project still in progress

Descriptors: MODELS; MALES; FEMALES; RETIREMENT; LABOR FORCE STATUS; ECONOMIC ANALYSIS AND ECONOMETRICS

Using data from the January 1972 and January 1973 Current Population Surveys, this study, constructed for the United States in 1972, a conventional working life table for men and increment-decrement working life tables for men and women. Increment-decrement working life tables seek to reflect the implications of observed population rates of death and labor force accession and separation, independent of the age and labor force com-

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***Ongoing project—final report not yet available.**

position of the observed population. Such tables thus require data on movements or transitions between labor force statuses—more data than conventional tables require. In return, increment-decrement working life tables can provide measures of flows between labor force statuses, do not require the conventional assumptions of unimodality or impose restrictive patterns of labor force accession and separation, and can be used with data on women as easily as with data on men.

The tables reflect a continuing decline in the working life expectancies of men, resulting largely from increased rates of retirement for men in their fifties and early sixties. They also show that, on average, women were in the labor force nearly half of the time between the ages of 15 and 65. Comparisons between the conventional and increment-decrement working life tables highlighted shortcomings in the conventional tables, particularly with regard to describing the flows between labor force statuses, reflecting the implications of recent behavioral changes, and measuring the expected number of years workers will spend in the labor force.

June 1979

NTIS PB301118/AS

6. FOREIGN TRADE AND U.S. INVESTMENT ABROAD

The Foreign Economic Research Staff of the Bureau of International Labor Affairs (Department of Labor) conducts a research program that is international in focus. This program concentrates particularly on the impact of U.S. foreign trade and investment policies on American labor. The entries in this chapter record the active and recently completed research projects that are part of this program.

6. FOREIGN TRADE AND U.S. INVESTMENT ABROAD

6-001 An Analysis of ILO Conventions

CORNELL UNIVERSITY
ITHACA, N.Y.

ILAB contract J9K70006
Project completed fiscal year 1978

AN ANALYSIS OF ILO CONVENTIONS
November 1977
Requests for Copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210.

6-002 An Analysis of Labor Turnover in U.S. Manufacturing Industries

THE PUBLIC RESEARCH INSTITUTE OF THE CENTER FOR NAVAL ANALYSES
ARLINGTON, VA.

ILAB contract 74-25
Project completed fiscal year 1977

Dr. Frank Brechling and Dr. Dale J. Mortensen
January 1977

Report Descriptors: WAGES; LABOR MOBILITY; UNEMPLOYMENT
Requests for copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210.

6-003 An Analysis of The Impact on Consumer Prices of Changes in the Costs of Imports of Goods

ARLINGTON, VA.

Dr. Dale M. Heien

ILAB contract J9K70008
Project completed fiscal year 1979

Descriptors: PRICES; PRODUCT DEMAND; CONSUMPTION; ECONOMIC ANALYSIS AND ECONOMETRICS

This study analyzed the impact of changes in factors that determine the volume of imports—such as exchange rates, wage rates, and shifts in demand due to income changes—on domestic retail prices. The theoretical model developed indicated that mark-ups of imported and domestic goods do not necessarily move in the same direction. In the empirical tests, import prices were found to be highly significant in determining domestic wholesale prices in 11 of the 18 categories of goods tested. The researcher used various data sources, including a relatively new series produced by the Division of International Prices of the Bureau of Labor Statistics.
February 1979

Available from: Room S-5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210.

6-004 Analysis of the Price Differential Between Domestic and Imported Steel

THE PUBLIC RESEARCH INSTITUTE OF THE CENTER FOR NAVAL ANALYSES
ARLINGTON, VA.

ILAB contract J9K60005
Project completed fiscal year 1977

Dr. James W. Jondrow and Dr. Paul Feldman
January 1977

Report Descriptors: PRICES; STEEL INDUSTRY
Requests for copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210.

6-005 An Approach to Measuring the Costs of Adjustment Assistance Programs

UNIVERSITY OF PITTSBURGH
PITTSBURGH, PA.

ILAB contract J9K60020
Project completed fiscal year 1978

Dr. Marina von Neumann Whitman, Dr. James H. Cassing, and Dr. Jack N. Ochs
September 1977

Report Descriptors: LABOR DEMAND; LABOR ADJUSTMENT; TRADE ADJUSTMENT ASSISTANCE; GOVERNMENT POLICIES
Request for copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210

6-006 The Behavior of Laid-off Workers in Manufacturing: An Aggregate and Disaggregate Analysis

THE OHIO STATE UNIVERSITY
COLUMBUS, OHIO

ILAB contract 75-13
Project completed fiscal year 1977

Dr. Donald O. Parsons and Dr. Belton M. Fleisher
February 1977

Report Descriptors: FOREIGN TRADE AND INVESTMENTS; LAYOFFS; MANUFACTURING
Requests for copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210.

***Ongoing project—final report not yet available.**

6-007* Changes in U.S. Market Share, the Multinational Corporation, and Labor Market Disturbances

NEW YORK UNIVERSITY
NEW YORK, N.Y.

Dr. Robert G. Hawkins

ILAB contract 74-18
Project still in progress

Descriptors: FOREIGN TRADE AND INVESTMENTS; CORPORATIONS; LABOR DEMAND

This study assesses the relative importance of foreign investment by U.S. firms in the overall changes in the international competitiveness of U.S. production and, in turn, the changes in U.S. employment, skill requirements, unemployment rates, and other variables associated with these overall changes.

6-008* Changing United States Comparative Advantage and Its Impact on Employment

DATA RESOURCES, INC.
WASHINGTON, D.C.

Dr. Richard Carney

ILAB contract J9K80010
Project still in progress

Descriptors: FOREIGN TRADE AND INVESTMENTS; LABOR ADJUSTMENT COSTS; LABOR MARKET INFORMATION

The basic objective of this project is to assess the extent to which the structure of U.S. comparative advantage has been changing. For this purpose, the study is analyzing U.S. export performance and domestic market import penetration at a detailed industry level. U.S. export performance is being analyzed using a constant market share model of U.S. manufactured goods exports vis-a-vis those of 10 other members of the Organization for Economic Cooperation and Development. Structural changes in the pattern of U.S. imports are being analyzed by examining the pattern of import penetration of the domestic market for three-digit SIC industries. The results of this examination of U.S. imports and exports will then be used as dependent variables in a current time series approach to examining the detreminants of U.S. trade patterns. Emphasis will be placed on the explanatory power of a measure of human capital derived from production wages by industry.

6-009* A Compilation and Evaluation of the Significance of Japanese Nontariff Trade Barriers

A.T. KEARNEY, INC.
ALEXANDRIA, VA.

John Egan

ILAB contract J9K80013
Project still in progress

Descriptors: FOREIGN TRADE AND INVESTMENTS; TARIFFS; TRADE INTERVENTION; TRADE POLICY

The objective of this research is to develop a comprehensive and up-to-date list of nontariff barriers to trade maintained by Japan. To the extent possible, the study is quantifying the level of these barriers. The types of nontariff barriers being analyzed include quotas, administration of quotas, subsidies to specific industries, government procurement policies, customs practices, application of standards, documentary processes, distribution processes, sanitary restrictions, settlement of transactions, export policies, and administrative guidance. In cases where the nontariff barriers to trade are product specific, data collection and analysis encompass all affected products.

6-010 Domestic Impacts of an Overvalued Currency

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

ILAB contract 74-15
Project completed fiscal year 1978

Dr. Phoebus Dhrymes
May 1978

Report Descriptors: FOREIGN TRADE AND INVESTMENTS; CURRENCY; WAGES; ECONOMIC ANALYSIS AND ECONOMETRICS; EMPLOYMENT
Requests for copies may be sent to: Rm. S5004, Office of Foreign Economic Research; Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210

6-011* The Effects of Immigration on Unemployment and Earnings in the United States

THE UNIVERSITY OF ILLINOIS AT CHICAGO CIRCLE
CHICAGO, ILL.

Dr. Barry R. Chiswick

ILAB contract J9K90008
Project still in progress

Descriptors: IMMIGRATION; LABOR ECONOMICS; EARNINGS; LABOR ADJUSTMENT COSTS

This project will analyze the determinants of unemployment among immigrants and the effect of immigration on the unemployment and earnings of the native-born population, both overall and for particular demographic groups. The report will discuss implications of the findings for both immigration policy and domestic social and economic policy.

The theoretical framework for the study is based on the skills immigrants acquired in the country of origin, the transferability of these skills, and the skills they acquired in the United States. The study will use data from the 1970 Census of Population and the Survey of Income and Education. The time series analyses of unemployment will be based on a macroeconomic model that uses data on the stock and flow of both legal and apprehended undocumented aliens. The effect of immigration at different stages of the business cycle will be examined in cross sectional and time series analyses.

6-012 The Effects of International Market Linkages

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

ILAB contract J9K60015
Project completed fiscal year 1978

Dr. Thomas A. Pugel
December 1977

Report Descriptors: FOREIGN TRADE AND INVESTMENTS; PRICES; WAGES
Requests for copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210.

6-013 The Effects of the Foreign Assembly Provision of the U.S. Tariff (Items 806.30 and 807.00) on the U.S. Labor Market

ARTHUR D. LITTLE, INC.
CAMBRIDGE, MASS.

ILAB contract J9K70007
Project completed fiscal year 1978

U.S. TARIFF ITEM 807.00 AND SELECTED ARTICLES OF APPAREL: INTERNATIONAL COST RELATIONSHIPS—A PILOT STUDY OF THE EFFECTS OF THE FOREIGN ASSEMBLY PROVISIONS OF THE U.S. TARIFF (ITEMS 806.00 AND 807.00) ON THE U.S. LABOR MARKET

Dr. John H. Reedy
April 1978

Report Descriptors: TARIFFS; FOREIGN PRODUCTION COSTS; LABOR DEMAND; FOREIGN TRADE AND INVESTMENTS
Requests for copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210.

6-014* Estimating Substitution Possibilities Between Imports and Domestic Production

DATA RESOURCES, INC.
LEXINGTON, MASS.

Dr. Laurits R. Christensen and Dr. David Richardson

ILAB contract J9K60019
Project still in progress

Descriptors: FOREIGN TRADE AND INVESTMENTS; PRODUCT DEMAND; TRANSPORTATION EQUIPMENT INDUSTRY

The principal objective of this study is the development of estimates of the extent to which increases in imports affect the demand for similar domestic products. The project is developing methods for determining this relationship by implementing and extending recent developments in the estimation of demand systems. The latter procedure is advantageous in that it not only allows the incorporation of dynamic aspects of demand behavior in the form of habit formation and adjustment to stocks of goods but also because it is able to recognize and make use of the logic of the interrelationships between various product demands.

6-015 Estimating the Distributional Consequences of Direct Foreign Investment

CORNELL UNIVERSITY
ITHACA, N.Y.

ILAB contract J9K60018
Project completed fiscal year 1978

Dr. Robert H. Frank and Dr. Richard T. Freeman
April 1978

Report Descriptors: FOREIGN TRADE AND INVESTMENTS; DOMESTIC SAVING AND INVESTMENT
Requests for copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210.

6-016* Estimating the Effect of a Global Stimulation Program on U.S. Export Sales, Employment, and Income

TASC
ARLINGTON, VA.

Paul Keller

ILAB contract J9K80014
Project still in progress

Descriptors: ECONOMIC DEVELOPMENT; FOREIGN TRADE AND INVESTMENTS

The major objective of this project is twofold: first, to analyze various global stimulation proposals, and second, to provide systematic estimates of aggregate and industry specific U.S. export sales, and by implication employment and income benefits, resulting from such stimulation programs.

Two additional issues are analyzed in a less intensive, interview-based, qualitative assessment. These are, first,

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***Ongoing project—final report not yet available.**

the effects of global stimulation transfers on freeing up financial capital in developing nations which might contribute to the increasing competitiveness of a developing nation's manufactured exports, and second, the ability of developing nations to effectively use or absorb increased quantities of manufactured exports.

6-017* Estimation and Policy Stimulation of a Small Common Model Output, Inflation, and Unemployment in Canada, France, Germany, Italy, the United Kingdom, and the United States

COLUMBUS, OHIO

Dr. William G. Dewald

ILAB contract J9K80012
Project still in progress

Descriptors: ECONOMIC POLICY; STRUCTURAL UNEMPLOYMENT

The main purpose of this research is to appraise alternative policies to combat economic disturbances in potential output, international trade, exchange rate, and international prices. The policies are being studied with respect to their expected contributions to the macroeconomic goals of high average real output growth, stable prices, and low average unemployment. While the main focus of this work is on the United States, a common model will be tested against data from other countries.

6-018* Estimation of Earnings Losses Associated with Job Displacement

THE PUBLIC RESEARCH INSTITUTE OF THE CENTER FOR NAVAL ANALYSES
ARLINGTON, VA.

Dr. Louis Jacobson and Arlene Holen

ILAB contract J9K60016
Project still in progress

Descriptors: LAYOFFS; LABOR ADJUSTMENT COSTS

This is a study to estimate the displacement costs of workers in approximately 15 industries. Using Social Security Administration summary earnings records and information on plant closings and mass layoff data, the researcher is developing earnings histories for displaced workers. Average earnings over time will be tabulated and then estimates of the displacement costs will be made. The purpose is to determine the costs of displacement that may result from changes in trade policy.

6-019 An Evaluation of the Trade Adjustment Assistance Program

PENNSYLVANIA STATE UNIVERSITY
UNIVERSITY PARK, PA.

Dr. Jacob Kaufman and Dr. George Neuman

ILAB contract 74-23
Project completed fiscal year 1979

Descriptors: FOREIGN TRADE AND INVESTMENTS; UNIONIZATION; TRADE ADJUSTMENT ASSISTANCE; LAYOFFS; LABOR DEMAND

This study examined the effect of the Trade Adjustment Assistance (TAA) program authorized by the Trade Expansion Act of 1962 on the labor market behavior of trade-impacted workers. It tried to answer two questions: (1) Did the TAA program either shorten the duration of unemployment or increase reemployment earnings? (2) What factors may have inhibited the success of the program?

The study was based on surveys of a sample of workers eligible for TAA and of a control group of workers displaced from the same industries.

The results support the view that workers displaced by foreign trade have a greater disadvantage in the labor market than do other unemployed workers. The authors conclude that the benefits of the 1962 TAA program were limited almost entirely to short-term income maintenance.

October 1978

Available from Room S-5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210.

6-020* Evaluation of Trade Adjustment Assistance Using Administrative Records

THE PUBLIC RESEARCH INSTITUTE OF THE CENTER FOR NAVAL ANALYSIS
ARLINGTON, VA.

Dr. Louis Jacobson

ILAB contract J9K80004
Project still in progress

Descriptors: LAYOFFS; DURATION OF UNEMPLOYMENT; UNEMPLOYMENT INSURANCE; GOVERNMENT POLICIES; TRADE ADJUSTMENT ASSISTANCE

The project will be based on the 5-percent Continuous Wage and Benefit History Sample for all recipients of unemployment insurance and Worker Adjustment Assistance in Pennsylvania. This data file contains information on demographic characteristics, work histories, and weeks of benefits received.

The project will have three objectives: (1) To use the administrative record files to evaluate the characteristics and reemployment experience of workers receiving adjustment assistance; (2) to evaluate the survey responses on benefits and work history in the Pennsylvania part of the forthcoming Mathematica interview survey; and (3) to evaluate the benefits of expanding the data system to other States that have Continuous Work and Benefit History Samples.

6-021 A Foreign Automobile Impact Study

CENTER FOR QUANTITATIVE SCIENCES
MARKET FACTS, INC.
ROCKVILLE, MD.

ILAB contract J9K60006
Project completed fiscal year 1977
February 1977
Requests for copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210.

6-022 Foreign Trade and the Growth of the Service Economy

ARLINGTON, VA.

Dr. Dale M. Heien and Dr. Albert J. Eckstein

ILAB contract J9K80003
Project completed fiscal year 1979

Descriptors: FOREIGN TRADE AND INVESTMENTS; LABOR DEMAND; PRODUCTIVITY; PRODUCTION

This study analyzed the major factors that have contributed to employment growth in the service sector of the U.S. economy, with particular attention to the influence of foreign trade and investment.

The authors found that the primary reason for employment growth in services has been the dramatic increase in government expenditures, particularly at the State and local levels. The authors also found that, while growth of the service sector has had few direct consequences for international trade, it has led to increased exports in such areas as financial services and higher education.
September 1979
Available from Room S-5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D. C. 20210.

6-023 Hedonic Demand Model for Automobiles

CHARLES RIVER ASSOCIATES, INC.
CAMBRIDGE, MASS.

ILAB contract J9K60003
Project completed fiscal year 1977

Dr. James Burrows
February 1977

Report Descriptors: FOREIGN TRADE AND INVESTMENTS; PRODUCT DEMAND; TRANSPORTATION EQUIPMENT INDUSTRY
Requests for copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210.

6-024 How Conditions of Supply Affect Exports of the United States and Less Developed Countries

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

ILAB contract J9K70014
Project completed fiscal year 1978

A QUARTERLY ECONOMETRIC MODEL OF THE EXPORT BEHAVIOR OF SOME NONINDUSTRIAL COUNTRIES

Dr. Gene M. Grossman
March 1978

Report Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; FOREIGN TRADE AND INVESTMENTS; SUPPLY ACCESS
Requests for copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210.

6-025* Identification and Evaluation of the Effects of Nontariff Barriers in the Major Trading Countries

NATIONAL PLANNING ASSOCIATION
WASHINGTON, D.C.

Neil McMullen

ILAB contract J9K80016
Project still in progress

Descriptors: FOREIGN TRADE AND INVESTMENTS; TARIFFS; TRADE INTERVENTION; TRADE POLICY

The primary objective of this study is to provide an indepth analysis of French trade-distorting practices. Methods are being developed to quantify various types of nontariff barriers to trade. These methods will be used to estimate the level of protection in specific French industries. The study will also analyze the effects of these trade restrictions on the French economy, on the international trading system, and particularly on the American economy. Special emphasis will be given to employment effects.

6-026 The Impact of Quota and Tariff Restrictions on Employment in the U.S. Steel Industry

UNIVERSITY OF NORTH CAROLINA
CHAPEL HILL, N.C.

ILAB contract J9K60002
Project completed fiscal year 1977

Dr. Roger Waud
January 1977

***Ongoing project—final report not yet available.**

Report Descriptors: FOREIGN TRADE AND INVESTMENTS; LABOR DEMAND; EMPLOYMENT; STEEL INDUSTRY
Requests for copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Affairs, U.S. Department of Labor, Washington, D.C. 20210.

6-027 The Impact of Quota and Tariff Restrictions on Employment in the U.S. Footwear Industry

UNIVERSITY OF NORTH CAROLINA
CHAPEL HILL, N.C.

ILAB contract J9K60017
Project completed fiscal year 1977

Dr. Roger Waud
February 1977

Report Descriptors: FOREIGN TRADE AND INVESTMENTS; LABOR DEMAND; EMPLOYMENT; FOOTWEAR INDUSTRY
Requests for copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210.

6-028 The Impact of U.S. Foreign Trade and Investment on U.S. Labor

ILAB contract 75-15
Project completed fiscal year 1978

INTERNATIONAL TRADE AND INVESTMENT AND THE EARNINGS OF U.S. WORKERS

Dr. Thomas Horst and Dr. Rachel McCulloch
May 1977

Report Descriptors: FOREIGN TRADE AND INVESTMENTS; CORPORATIONS; LABOR DEMAND
Requests for copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210.

6-029* The Import Penetration Problems: Past, Present, Future

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Dr. Robert E. Baldwin

ILAB contract J9K90005
Project still in progress

Descriptors: FOREIGN TRADE AND INVESTMENTS; TRADE POLICY; TRADE INTERVENTION

The purpose of this study is to assist those coping with import penetration problems by: (1) Developing a data base for analyzing past and future import penetration and (2) undertaking the analysis needed to predict the industries and types of workers likely to be adversely affected by import penetration in the 1980's.

The data base will consist of ratios between imports and consumption in different industries and regions for 1965-78, together with detailed information on these industries and their workers. The researcher will trace the behavior of import penetration ratios since 1965 and identify the characteristics of the workers most affected by imports. He will then test various hypotheses relating import penetration ratios to industry and labor characteristics.

The researcher will also conduct other studies based on the data collected, including a comparison of levels and trends in import penetration for the United States and other countries.

6-030* Improving International Safeguard Procedures

UNIVERSITY OF WISCONSIN
MADISON, WIS.

Dr. Robert E. Baldwin

ILAB contract J9K70009
Project still in progress

Descriptors: FOREIGN TRADE AND INVESTMENTS; LABOR DEMAND; GOVERNMENT POLICIES; TRADE POLICY; TARIFFS

This is the first phase of a larger project that will explore the size and frequency of market disruptions in international trade, why these rapid changes in market penetration occur, and appropriate international procedures for dealing with them. The present project will first identify industries in which there have been rapid increases in import penetration, using the Bureau of Labor Statistics trade monitoring system. Employment losses as a result of these increases will then be estimated. The implications of various kinds of quota and tariff systems to deal with these disruptions will then be simulated.

6-031 The Incidence of and Adjustment to Temporary Involuntary Unemployment

GEORGIA STATE UNIVERSITY
ATLANTA, GA.

ILAB contract 75-25
Project completed fiscal year 1978

Dr. Paula E. Stephan, Dr. David Lawrence Sjoquist, and Dr. Larry D. Schroeder
September 1977

Report Descriptors: EARNINGS; LABOR DEMAND; LABOR MOBILITY; UNEMPLOYMENT; LAYOFFS
Requests for copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210.

6-032* THE INFLUENCE OF U.S. AND OTHER MULTINATIONALS ON TECHNOLOGICAL AND ECONOMIC DEVELOPMENT IN BRAZIL AND ITS IMPLICATIONS FOR U.S. TRADE AND LABOR

THE UNIVERSITY OF NOTRE DAME
NOTRE DAME, IND.

Dr. Richard Newfarmer and Dr. Lawrence Marsh

ILAB contract J9K90007
Project still in progress

Descriptors: TECHNOLOGY AND TECHNOLOGICAL CHANGE; FOREIGN TRADE AND INVESTMENTS; CORPORATIONS; ECONOMIC DEVELOPMENT; EMPLOYMENT

This project will compare the behavior of affliates of foreign-based multinational corporations (MNC's) with that of their domestically controlled counterparts in one advanced developing country, Brazil. The central hypothesis is that, because of the foreign base of their decisionmaking, MNC's are markedly different from domestic firms in several respects.

The researchers will compare firm behavior in five specific areas: association with concentrated markets; choice of technology, relative capital intensiveness, labor usage, and skill mix; import and export behavior; productivity and effeciency; and profitability. The research report will discuss the implications of the growing MNC presence in developing countries for U.S. trade and labor.

The study will use detailed microeconomic data on the operations of more than 500 MNC's and domestic enterprises in Brazil over the period 1971-77. The research will include analysis of both cross sectional and time series data.

6-033* INTERACTION BETWEEN DOMESTIC AND FOREIGN INVESTMENT OF U.S. FIRMS

NATIONAL BUREAU OF ECONOMIC RESEARCH
NEW YORK, N.Y.

Dr. Robert E. Lipsey and Dr. Guy V. Stevens

ILAB contract J9K60021
Project still in progress

Descriptors: FOREIGN TRADE AND INVESTMENTS; INVESTMENT

The goal of this project is to study the interaction between domestic and foreign investment of U.S. firms. There are two phases to the study.

The first phase is the construction of a data base that contains information on the domestic and foreign operations of over 100 U.S. multinational firms. The sources of information for the data base are McGraw-Hill, the Department of Commerce, and the National Bureau of Economic Research.

Using the above data base, the second phase of the study analyzes how the changing opportunities for investment abroad affect investment by the firm in the United States, and similarly how investment in the United States affects the firm's foreign investment. Reasons that may account for interaction between domestic and foreign investment are examined. One is that both foreign and domestic investment compete for a supply of capital that is not perfectly elastic to the firm. Another is that foreign investment can also affect the domestic demand for capital by changing the marginal rate of return on domestic investment. This can happen because foreign investment affects the demand for domestic production.

6-034 INTERNATIONAL ASPECTS OF OCCUPATIONAL HEALTH REGULATIONS

DRESHER, PA.

Dr. Arnold Raphaelson

ILAB contract J9K80002
Project completed fiscal year 1979

Descriptors: OCCUPATIONAL SAFETY AND HEALTH; GOVERNMENT POLICIES

The study analyzed various forms of occupational health regulations and the impact of any higher production costs resulting from these regulations. The project examined regulations of the U.S. Occupational Safety and Health Administration (OSHA), as well as those of comparative programs in other Western industrialized countries. The author also considered possible ways of bringing about international standardization of occupational health regulations.

Data were collected from interviews with U.S. and European occupational safety and health officials. The interviews focused specifically on the inorganic arsenic, cotton textile, and steel industries. The author found that, in the shortrun, occupational health regulations may raise production costs and thus affect an industry's ability to compete with foreign firms. The author concluded that the cost differential attributed to OSHA regulations in the United States would be removed if other nations adopted similar standards. The report therefore calls for greater international cooperation to bring about similar standards.

November 1978

Available from Room S-5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210.

6-035 INTERNATIONAL TRANSFER OF INDUSTRIAL TECHNOLOGY BY U.S. FIRMS AND ITS IMPLICATIONS FOR THE U.S. ECONOMY

DEVELOPING WORLD INDUSTRY AND TECHNOLOGY, INC.
WASHINGTON, D.C.

ILAB contract 75-17
Project completed fiscal year 1977

Dr. Jack Baranson
January 1977

***Ongoing project—final report not yet available.**

Report Descriptors: FOREIGN TRADE AND INVESTMENTS; TECHNOLOGY TRANSFER; TECHNOLOGY AND TECHNOLOGICAL CHANGE; CORPORATIONS; LABOR DEMAND
Requests for copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Labor Affairs; U.S. Department of Labor, Washington, D.C. 20210.

6-036 International Transfers of Industrial Technology by U.S. Firms: An Evaluation of U.S. Government Agency Reviews of Potential Economic Impact

DEVELOPING WORLD INDUSTRY AND TECHNOLOGY, INC.
WASHINGTON, D.C.

ILAB contract J9K60033
Project completed fiscal year 1978

INTERNATIONAL TRANSFERS OF INDUSTRIAL TECHNOLOGY BY U.S. FIRMS: AN EVALUATION OF THE U.S. EXPORT-IMPORT BANK REVIEW OF POTENTIAL ECONOMIC IMPACT

Dr. Jack Baranson
October 1977

Report Descriptors: TECHNOLOGY TRANSFER; U.S. GOVERNMENT AGENCY REVIEWS
Requests for copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210.

6-037 International Trade Indicators and Prices in a Simple Aggregative Economic Model

THE OHIO STATE UNIVERSITY
COLUMBUS, OHIO

ILAB contract J9K60029
Project completed fiscal year 1978

OUTPUT, INFLATION, AND UNEMPLOYMENT: A COMMON SPECIFICATION OF THEIR DETERMINATION IN CANADA, FRANCE, GERMANY, ITALY, THE UNITED KINGDOM, AND THE UNITED STATES

Dr. William G. Dewald and Maurice N. Marchon
October 1977

Report Descriptors: FOREIGN TRADE AND INVESTMENTS; STATE-OF-THE-ART PAPERS
Requests for copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210.

6-038 International Transfer of Semi-Conductor Technology

STERLING HOBE CORPORATION
WASHINGTON, D.C.

Dr. Invars Gutmanis

ILAB contract J9K70003
Project completed fiscal year 1979

Descriptors: TECHNOLOGY TRANSFER; FOREIGN TRADE AND INVESTMENTS; ECONOMIC ANALYSIS AND ECONOMETRICS

This project examined the principal channels for technology transfers and tried to determine whether transfers have a significant effect on the international diffusion of technology and whether the time lag between the introduction of an innovation in the United States and its transfer abroad has decreased in recent years. It also investigated whether U.S. firms that transfer technology abroad are competing with firms that have similar technologies and, if so, whether the competitors are U.S.-based or foreign firms. The project was limited specifically to the semi-conductor industry.

The research used information drawn primarily from personal interviews and existing literature, including such documents as corporate records of semi-conductor manufacturers, to examine the theoretical issues related to technology transfer.

The report concludes that technology transfer is indeed growing rapidly. The project also found that the lag time between the introduction of an innovation in the United States and its transfer to Japan has significantly decreased in recent years and is likely to go on decreasing.

February 1979
Available from Room S-5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210.

6-039 International Trade Patterns and Excess Supply of Unskilled Labor: Theory and Policy Implications

BELLE MEADE, N.J.

ILAB contract J9K70011
Project completed fiscal year 1978

INTERNATIONAL TRADE PATTERNS AND THE EXCESS SUPPLY OF LOW-SKILLED LABOR: THEORY AND POLICY IMPLICATIONS

Dr. Peter H. Gray
March 1978

Report Descriptors: ECONOMIC POLICY; LABOR SUPPLY PROJECTIONS; ECONOMIC FORECASTING; TRADE POLICY; LABOR SUPPLY; STATE-OF-THE-ART PAPERS
Requests for copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210.

6-040 LABOR MARKET ADAPTATION TO INTERNATIONAL TRADE IN THREE EUROPEAN COUNTRIES

LEVERETT, MASS.

Dr. Solomon Barkin

ILAB contract J9K80006
Project completed fiscal year 1979

Descriptors: LABOR ADJUSTMENT COSTS; LABOR MARKET STUDY; UNEMPLOYMENT; LABOR FORCE

This study evaluated the costs and benefits of labor market adaptation measures for individuals and groups dislocated from specific industries and communities. It concentrated on the programs in France and the Netherlands and considered their relevance to U.S. labor markets. The industries examined included cotton textiles, coal, and iron and steel.
June 1979

Report Descriptors: LABOR ADJUSTMENT COSTS; LABOR MARKET; UNEMPLOYMENT; LABOR FORCE
Requests for additional copies may be addressed to: Room S-5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210

6-041 LABOR MARKET ADJUSTMENT POLICIES IN WESTERN EUROPE: AN EVALUATIVE REVIEW

PALO ALTO, CALIF.

ILAB contract J9K70005
Project completed fiscal year 1978

AN EVALUATIVE REVIEW OF SELECTED WEST EUROPEAN LABOR MARKET ADJUSTMENT POLICIES

Dr. Robert J. Flannagan
March 1978

Report Descriptors: GOVERNMENT POLICIES; EMPLOYMENT AND TRAINING POLICY; LABOR ADJUSTMENT COSTS; EUROPE
Requests for copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210.

6-042 LABOR TURNOVER AND EXPERIENCED WORKER UNEMPLOYMENT

THE OHIO STATE UNIVERSITY
COLUMBUS, OHIO

ILAB contract J9K60032
Project completed fiscal year 1978

Dr. Donald O. Parsons
June 1978

Report Descriptors: FOREIGN TRADE AND INVESTMENTS; LABOR DEMAND; LABOR MOBILITY; UNEMPLOYMENT; STATE-OF-THE-ART PAPERS
Requests for copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210

6-043 THE LOCATION OF MANUFACTURING PRODUCTION BY U.S. MULTINATIONAL ENTERPRISES

NATIONAL BUREAU OF ECONOMIC RESEARCH
NEW YORK, N.Y.

Dr. Robert E. Lipsey

ILAB contract J9K60014
Project completed fiscal year 1979

Descriptors: FOREIGN TRADE AND INVESTMENTS; INVESTMENT

This study was the first part of a project to investigate the interaction between the domestic and foreign investments of U.S. firms. The researchers constructed a formal model of location decisions by U.S. multinational firms that shows how these decisions are affected by wage costs, tariffs, and taxes in each country. The researchers also show how production costs are affected by differences among countries in the availability of labor and capital, levels of taxation, the degree of protection for both raw materials and capital goods in local markets, and the size and growth of local markets
September 1979
Available from Room S-5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor Washington, D.C. 20210.

6-044* OFFSHORE ASSEMBLY AND PRODUCTION AND INTER-AFFILIATE INTERNATIONAL TRADE BY THE MULTINATIONAL CORPORATIONS

J. Peter Jarrett

ILAB contract J9K90001
Project still in progress

Descriptors: FOREIGN TRADE AND INVESTMENTS; PRODUCTION

This project deals with offshore assembly and production by multinational corporations. The researcher is using trade data for 1971 through 1976 to determine which industries benefit most from the offshore assembly provision. He will also examine other international trade between affliates of the same U.S. parent. This examination will be based on data for 127 product groups at the 7-digit tariff-code level, supplied by the U.S. International Trade Commission.

*Ongoing project—final report not yet available.

6-045 OPTIMIZING TRADE ADJUSTMENT THROUGH TARIFFS AND SUBSIDIES

ITHACA, N.Y.

Dr. Stephen T. Marston and Dr. Robert F. McCullough

ILAB contract J9K70013
Project completed fiscal year 1979

Descriptors: UNEMPLOYMENT; LABOR ADJUSTMENT COSTS; TARIFFS; GOVERNMENT POLICIES

This project developed a trade model that departed from the classical assumption of no rigidities in the labor market and made simulations to determine the optimal level of tariffs under various scenarios. It used the footwear industry as a case study and various scenarios consisting of changes in the import penetration ratio in that industry. The basic feature of the model was that the wages of workers in an industry do not actually reflect their opportunities in other industries. In fact, displaced workers often experience long spells of unemployment and eventually accept far less satisfactory jobs than they previously held.

The authors conclude that the optimal policy for the footwear industry would be to impose a tariff or subsidy beginning at 8 or 9 percent and declining to about 1 percent after 8 years.

July 1979

Available from Room S-5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210.

6-046 A PILOT PROJECT TO INVESTIGATE THE OUTPUT AND EMPLOYMENT EFFECTS OF FISCAL POLICY IN AN OPEN CLASSICAL MODEL

STRATEGIC SERVICES CORPORATION
CHICAGO, ILL.

ILAB contract J9K70002
Project completed fiscal year 1978

THE OUTPUT AND EMPLOYMENT EFFECTS OF FISCAL POLICY IN A CLASSICAL MODEL

Dr. Victor Canto, Dr. Arthur B. Laffer, and Dr. Odogwu
March 1978

Report Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; GOVERNMENT POLICIES; TAXES; TARIFFS; EMPLOYMENT PATTERNS; INVESTMENT; STATE-OF-THE-ART PAPERS

Requests for copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210

6-047 PRICE BEHAVIOR IN U.S. INDUSTRIES AND THE BENEFITS OF TRADE LIBERALIZATION

CHARLES RIVER ASSOCIATES, INC.
CAMBRIDGE, MASS.

ILAB contract J9K60027
Project completed fiscal year 1978

PRICE BEHAVIOR IN THE U.S. TELEVISION RECEIVER MARKET: AN ANALYSIS OF THE EFFECTS OF IMPORTS

Dr. James Burrows, Dr. Robert Larner, Anne Hammett, and Nancy Killefer
December 1977

Report Descriptors: PRICES; FOREIGN PRODUCTION COSTS; TARIFFS

Requests for copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210.

6-048 PRICE RESPONSE IN MARKETS FOR IMPORT AND DOMESTIC GOODS

UNIVERSITY OF WYOMING
LARAMIE, WYO.

ILAB contract 74-14
Project completed fiscal year 1977

Dr. John Mutti
January 1977

Report Descriptors: FOREIGN TRADE AND INVESTMENTS; PRODUCT DEMAND; PRICES

Requests for copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210.

6-049* THE PROCESS OF ADJUSTMENT TO CHANGES IN EMPLOYMENT LEVELS

PUBLIC RESEARCH INSTITUTE OF THE CENTER FOR NAVAL ANALYSES
ARLINGTON, VA.

Dr. Frank Brechling

ILAB contract J9K60030
Project still in progress

Descriptors: LABOR DEMAND; LABOR ADJUSTMENT COSTS

This project determines the number of displacements that occur if it is necessary to reduce employment levels in an industry. In order to investigate the problem, the project experiments with a number of different dynamic employment adjustment models. Data on gross employment flows indicating quits and layoffs are used. The project constructs specific models for 15 to 25 detailed industries in which the special nature of each industry is reflected.

6-050* PRODUCTION STRATEGIES AND PRACTICES OF FOREIGN MULTINATIONALS IN THE UNITED STATES

FLORIDA INTERNATIONAL UNIVERSITY
MIAMI, FLA.

Dr. Duane Kujawa

ILAB contract J9K90004
Project still in progress

Descriptors: CORPORATIONS; INDUSTRIAL MANAGEMENT; FOREIGN TRADE AND INVESTMENTS

This study will examine the operations of foreign multinational enterprises in the United States to determine how their employment practices differ from those of U.S. domestic firms. Among the areas to be considered are employment opportunities and stability, wages and other conditions of employment, collective bargaining, and the administration of employment contracts.

The investigation will consist of 24 case studies of firms in 2 industries. The firms studied will include eight Japanese enterprises and a number of U.S. firms, serving as a control group.

6-051* PROJECTING DEVELOPING-COUNTRY EXPORTS TO THE UNITED STATES

DATA RESOURCES, INC.
WASHINGTON, D.C.

Dr. Mitchell Kellman

ILAB contract J9K90009
Project still in progress

Descriptors: FOREIGN TRADE AND INVESTMENTS; ECONOMIC FORECASTING; TRADE POLICY

This study will forecast the future product specialities of five developing countries in Asia and the major suppliers and volume of exports of these products. The researcher will analyze the relationship between the export patterns and industrial structures of these countries and prepare detailed forecasts for the next 5 years on the types of products in which each is likely to specialize. He will also forecast the volume of these products each country is likely to export to the United States and other markets. The methodology used should be readily applicable to other developing countries.

6-052 A PROPOSAL TO DEVELOP A PLAN FOR THE SYSTEMATIC EVALUATION OF EUROPEAN PROGRAMS TO ASSIST TRADE IMPACTED WORKERS

KRAMER ASSOCIATES, INC.
WASHINGTON, D.C.

ILAB contract J9K70016
Project completed fiscal year 1978

AN EVALUATION OF EUROPEAN PROGRAMS TO ASSIST TRADE IMPACTED WORKERS

Leo Kramer
December 1977

Report Descriptors: LABOR ADJUSTMENT COSTS; EMPLOYMENT AND TRAINING POLICY; GOVERNMENT POLICIES; EUROPE
Requests for copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210.

6-053* A PROPOSAL TO ESTIMATE THE REGIONAL AND COMMUNITY DIMENSIONS OF INTERNATIONAL ECONOMIC POLICIES

MATHEMATICA POLICY RESEARCH, INC.
WASHINGTON, D.C.

Harry Beebout

ILAB contract J9K80011
Project still in progress

Descriptors: ECONOMIC FORECASTING; LABOR SUPPLY PROJECTIONS; ECONOMIC POLICY; LABOR MARKET INFORMATION

The purpose of this project is to analyze the community dimensions of worker displacements. A multiregional, multi-industry forecasting model is utilized to estimate the impact of specific plant shutdowns on local income, employment, and growth. This model provides detailed forecasts of local population, unemployment, personal income, and employment and output in specific industries. These data are used to examine the degree to which specific plant shutdowns result in secondary declines in employment and earnings in the same geographic area and also to trace out the future industrial mix and level of activity in the area.

6-054* PROPOSAL TO STUDY THE IMPACT OF CHANGES IN THE COST OF IMPORTS ON CONSUMER PRICES

RUTTENBERG, FRIEDMAN, KILGALLON,
GUTCHESS AND ASSOCIATES
WASHINGTON, D.C.

Dr. Iris J. Lav

ILAB contract J9K70015
Project still in progress

Descriptors: PRICES; CONSUMPTION; PRODUCT DEMAND; ECONOMIC ANALYSIS AND ECONOMETRICS

The project is examining the extent to which changes in the landed costs of imports are reflected in prices at the consumer level. Significant import industries have been selected, and a group of products in which significant changes in landed costs have occurred have been identified. The movement of the prices of these goods at

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***Ongoing project—final report not yet available.**

retail is being studied, and an attempt is being made to explain the behavior observed. Finally, an attempt is being made to determine whether the prices of competitive domestic goods are affected by changes in import prices.

6-055 QUALIFICATION OF THE EFFECTS OF NON-TARIFF BARRIERS IN THE MAJOR TRADING COUNTRIES

ILAB contract J9K60012
Project completed fiscal year 1977

Dr. Melvyn Krauss
January 1977

Report Descriptors: FOREIGN TRADE AND INVESTMENTS; EXPORT SUBSIDIES
Requests for copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210.

6-056 QUANTIFICATION OF THE EFFECTS OF NON-TARIFF BARRIERS

ILAB contract J9K60025 (formerly J9K60012)
Project completed fiscal year 1978

Dr. Melvyn Krauss
April 1978

Report Descriptors: FOREIGN TRADE AND INVESTMENTS; EXPORT SUBSIDIES
Requests for copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210.

6-057* THE RELATION BETWEEN TRADE AND EMPLOYMENT

BROWN UNIVERSITY
PROVIDENCE, R.I.

Dr. Jerome Stein and Dr. Ettore F. Infante

ILAB contract J9K80015
Project still in progress

Descriptors: FOREIGN TRADE AND INVESTMENTS; LABOR ADJUSTMENT COSTS; LABOR MARKET INFORMATION; LABOR FORCE PARTICIPATION

This research analyzes the relation between foreign and domestic disturbances and the resulting paths of employment, inflation, and the balance of trade. The research consists of: (1) Developing a dynamic model of the interrelationships among the employment rate, rate of inflation, and balance of trade when there are both foreign and domestic, real and monetary, shocks; (2) estimating the resulting dynamic model empirically and determining the speeds of adjustment of employment and the balance of trade to these shocks; and (3) formulating policies that enable the economy to return to "full employment" with "reasonable" price stability in an optimal manner.

6-058* THE RELATIONSHIP BETWEEN CHANGES IN TRADE AND CHANGES IN EMPLOYMENT

THE PUBLIC RESEARCH INSTITUTE OF THE CENTER FOR NAVAL ANALYSES
ARLINGTON, VA.

Dr. James Jondrow

ILAB contract J9K80008
Project still in progress

Descriptors: FOREIGN TRADE AND INVESTMENTS; LABOR MARKET INFORMATION; LABOR ADJUSTMENT COSTS

Input-output techniques have frequently been used to estimate the effects of trade on domestic employment. Consequently, these estimates are derived under a series of highly restrictive assumptions. This study alters two basic assumptions of the standard input-output model in an attempt to provide more accurate estimates of the impact of imports and exports on domestic employment. Rather than assuming that employment adjusts instantaneously to changes in output, this study examines the dynamics of the adjustment of employment to changes in demand. In addition, the study examines the extent to which declines in employment are accomplished through voluntary attritions instead of layoffs. This is done by estimating layoff functions that depend upon factors such as the tenure structure, the change in employment, and other separations.

6-059 THE RELATIVE MERITS OF TARIFFS, QUOTAS AND OTHER TRADE POLICY INSTRUMENTS

BOSTON COLLEGE
CHESTNUT HILL, MASS.

ILAB contract J9K60028
Project completed fiscal year 1977

Dr. James Anderson
January 1977

Report Descriptors: FOREIGN TRADE AND INVESTMENTS; TRADE INTERVENTION
Requests for copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210.

6-060 A REVIEW OF STUDIES OF LABOR ADJUSTMENT TO EMPLOYMENT REDUCTIONS

UNIVERSITY OF ROCHESTER
ROCHESTER, N.Y.

AND
PUBLIC RESEARCH INSTITUTE, CENTER FOR NAVAL ANALYSES
ARLINGTON, VA.

ILAB contract 76-08
Project completed fiscal year 1977

Dr. Arlene Holen
January 1977

Report Descriptors: EARNINGS; LABOR DEMAND; LABOR FORCE; LITERATURE REVIEW; EMPLOYMENT
Requests for copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210.

6-061* The Sectoral, Regional, and Community Dimensions of Working Displacements

THE PUBLIC RESEARCH INSTITUTE OF THE CENTER FOR NAVAL ANALYSES
ARLINGTON, VA.

Dr. James W. Jondrow

ILAB contract J9K80009
Project still in progress

Descriptors: FOREIGN TRADE AND INVESTMENTS; LABOR MARKET INFORMATION; LABOR ADJUSTMENT COSTS; LABOR FORCE PARTICIPATION

This study focuses on the effects of worker displacements on the community. Input-output analysis is used to estimate the effects of increased imports on a region's total income, as well as on output of particular products and employment of workers producing them. These results are combined with social security earnings data to estimate the duration of unemployment and earnings losses of displaced workers. The study then examines how the labor market experience of other workers is affected when newly displaced workers compete with them for jobs. Earning losses are measured over time to determine whether the losses incurred by workers are permanent or temporary. Attention is given to how earnings losses vary with personal characteristics (age, race, and sex), work experience, and labor market characteristics. Finally, the study examines the extent to which transfer payments, particularly unemployment insurance, replace earnings losses.

6-062* Short and Long Run Determinants of International Trade and Its Impact on U.S. Workers

UNIVERSITY OF CALIFORNIA
LOS ANGELES, CALIF.

Dr. Edward E. Leamer and Dr. Lawrence Kotlikoff

ILAB contract J9K90003
Project still in progress

Descriptors: FOREIGN TRADE AND INVESTMENTS; LABOR ECONOMICS

This study will attempt to determine how changes in international investment patterns have affected trade and domestic workers. First, the researchers will try to find out how changes in world prices of traded goods affect the wages and employment of domestic workers. They will then investigate the shortrun impact of domestic and foreign investments in particular industries on domestic wages and employment in those industries.

6-063* Short-Run Effects of Trade Liberalization

THE UNIVERSITY OF CHICAGO
CHICAGO, ILL.

Peter Kahn

ILAB contract J9K90002
Project still in progress

Descriptors: FOREIGN TRADE AND INVESTMENTS; TRADE POLICY

This project will estimate the adjustment costs to the economy resulting from tariff reductions. The investigator will use distributed-lag estimates of the response of output to price changes to estimate, for each industry, the shortrun and longrun output changes arising from unilateral reductions in U.S. tariffs. He will then use these estimated output changes to derive estimates of adjustment costs. The project is expected to improve the commonly used static welfare analysis of the costs and benefits of tariff reductions.

6-064 Sources of Competitiveness in Japanese Television and Home Video-Tape Recorders

DEVELOPING WORLD INDUSTRY AND TECHNOLOGY, INC.
WASHINGTON, D.C.

Dr. Jack Baranson

ILAB contract J9K70012
Project completed fiscal year 1979

Descriptors: TECHNOLOGY TRANSFER; GOVERNMENT POLICIES

This study examined Japanese competition with the U.S. television and home video tape recorder industries.

To obtain data for the study, project staff interviewed officials of Japanese and American firms producing television and home video tape recorders and Japanese firms with investments in the U.S. industries.

The author concludes that the Japanese industries have grown at the expense of U.S. production. The study contains several recommendations that might enable U.S. producers to recover from their competitive disadvantage.
November 1978

***Ongoing project—final report not yet available.**

Available from Room S-5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210.

6-065 A STUDY OF TRADE AND EMPLOYMENT IN THE ELECTRONICS INDUSTRY

KEARNEY MANAGEMENT CONSULTANTS
CHICAGO, ILL.

ILAB contract 76-10
Project completed fiscal year 1978

Dr. Lester G. Telser
November 1977

Report Descriptors: FOREIGN TRADE AND INVESTMENTS; TECHNOLOGY AND TECHNOLOGICAL CHANGE; LABOR DEMAND; ELECTRONIC INDUSTRY
Requests for copies may be sent to: Rm. S5004, Office of Foreign Economic Research; Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210

6-066 A SURVEY OF EMPIRICAL EVIDENCE ON THE RELATIONSHIP BETWEEN IMPORT PRICES AND DOMESTIC PRICES

ARLINGTON, VA.

ILAB contract J9K70004
Project completed fiscal year 1978

THE EFFECT ON DOMESTIC PRICES OF CHANGES IN THE PRICES OF IMPORTED GOODS: A SURVEY OF THE EVIDENCE AND SOME EMPIRICAL RESULTS

Dr. Dale M. Heien
May 1977

Report Descriptors: PRICES
Requests for copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210

6-067 SURVEY OF TRADE ADJUSTMENT ASSISTANCE RECIPIENTS

MATHEMATICA, INC.
PRINCETON, N.J.

Dr. Walter Corson

ILAB contract J9K70010
Project completed fiscal year 1979

Descriptors: LABOR ADJUSTMENT COSTS; LABOR FORCE BEHAVIOR; DURATION OF UNEMPLOYMENT

This study was designed to provide policymakers with information on the characteristics of workers receiving Trade Adjustment Assistance (TAA) and the effects of the program on these workers. To obtain this information, project staff interviewed 963 TAA recipients and 538 unemployment insurance (UI) recipients who did not collect TAA. The interviews, conducted between November 1978 and February 1979, produced data on the labor market and other activities of the sample between their initial job separations or reductions in hours worked and the interview date.

The author concludes that, in comparison with other unemployed workers, TAA recipients: (1) Were more likely to be on a permanent layoff; (2) had longer and more frequent unemployment spells; and (3) experienced greater losses or smaller increases in wages between their former jobs and new employment.
September 1979
Available from Room S-5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210.

6-068* TARIFF ITEMS 806.30 AND 807.00 AND FOREIGN COMPONENT MANUFACTURING

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Dr. Lee A. Reynis

ILAB contract 76-14
Project still in progress

Descriptors: FOREIGN TRADE AND INVESTMENTS; TECHNOLOGY AND TECHNOLOGICAL CHANGE; LABOR DEMAND; TECHNOLOGY TRANSFER

This study is concerned with the domestic impact on employment of the offshore assembly provisions of the U.S. tariff schedule. Under items 806.30 and 807.00, components manufactured in the United States may be sent abroad for final assembly. When components or finished goods are reimported, only the value added is subject to tariff duty.

Of particular interest is the impact of technology transfer associated with offshore assembly. Through the "learning by doing" process, component assembly abroad may accelerate the rate at which foreign countries begin their own production of such components. This process may shorten the product life cycle, enabling foreign countries to produce components and finished goods for domestic use and even export sooner than otherwise probable.

6-069 TAXATION AND MULTINATIONAL FIRM BEHAVIOR: SOME EVIDENCE FROM PUERTO RICO

THE UNIVERSITY OF ROCHESTER
ROCHESTER, N.Y.

Dr. Eric W. Bond

ILAB contract J9K70001 (formerly J9K60031)
Project completed fiscal year 1979

Descriptors: FOREIGN TRADE AND INVESTMENTS

The purpose of this research was to develop a model to evaluate the importance of tax rates in the location decision of multinational firms and to study the specific effects of the tax exemption program in Puerto Rico. The conclusions reached from this model were that countries could use low foreign tax rates to to attract investments by multinationals and that, because of its special relationship with the United States, Puerto Rico is in a particularly good position.

April 1979

Available from Room S-5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210.

6-070* A THEORETICAL AND EMPIRICAL STUDY OF INTERNATIONAL TRADE AND THE INTERESTS OF LABOR

UNIVERSITY OF CALIFORNIA
LOS ANGELES, CALIF.

Dr. Edward E. Leamer and Dr. Lawrence Kotlikoff

ILAB contract J9K80007
Project still in progress

Descriptors: FOREIGN TRADE AND INVESTMENTS; LABOR MARKET INFORMATION; LABOR ADJUSTMENT COSTS

This project is examining both the changing structure of U.S. comparative advantage and the implication of this structural change on the industrial distribution of employment. Its major goals are to: (1) Understand both how and why trade has changed; (2) determine the extent to which shifts in comparative advantage have required a redistribution of the labor force; and (3) examine the costs to individuals and communities of the redistribution of the labor force caused by shifts in comparative advantage.

A time-series, cross-section econometric model is being developed to explain the changing structure of trade. Resulting changes in the industrial composition of unemployment will be examined, followed by estimation of the distribution of labor adjustment costs among U.S. industries. The labor adjustments cost models will then be used to explore policy trade-offs among adjustment assistance, tariff protection, and unemployment benefits.

6-071 TRADE AND EMPLOYMENT IN THE CHEMICAL INDUSTRY: LABOR DEMAND AND PRODUCT DEMAND

STANFORD RESEARCH INSTITUTE
MENLO PARK, CALIF.

ILAB contract J9K60004
Project completed fiscal year 1978

IMPACTS OF REDUCED TRADE BARRIERS ON THE CHEMICAL INDUSTRY

Dr. Kenneth E. Lunde
March 1978

Report Descriptors: FOREIGN TRADE AND INVESTMENTS; CHEMICAL INDUSTRY; LABOR DEMAND; PRODUCT DEMAND

Requests for copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210.

6-072* TRENDS IN WORLD TRADE WITH EMPHASIS ON THE TRADE OF THE DEVELOPING COUNTRIES

DATA RESOURCES, INC.
WASHINGTON, D.C.

Richard Carney

ILAB contract J9K90006
Project still in progress

Descriptors: ECONOMIC DEVELOPMENT; FOREIGN TRADE AND INVESTMENTS

This study will prepare comprehensive statistical profiles of the developmental programs adopted between 1967 and 1977 by seven newly industrialized countries (NIC's); Singapore, Taiwan, Hong Kong, Brazil, South Korea, Malaysia, and Mexico. To do so, the researchers will assemble a comprehensive data base, including information not only on economic and demographic conditions within the NIC's, but also on their trade flows and the effects of these flows on production in the developed countries.

The researchers will also use this data base to analyze NIC manufacturing growth as to the influence of various internal and external characteristics on the pace of development. In addition, they will analyze the effects of exports by developed countries on the growth of the various sectors of the NIC's. Finally, they will use several cross sectional analyses to study the impact of development in the NIC's on U.S. industries.

6-073 U.S. TRADE POLICY: FORMATION AND EFFECTS

U.S. DEPARTMENT OF LABOR
WASHINGTON, D.C.

ILAB contract 74-11
Project completed fiscal year 1977

Dr. Robert E. Baldwin
January 1977

Report Descriptors: FOREIGN TRADE AND INVESTMENTS; INPUT-OUTPUT MODELS; LABOR DEMAND; LABOR FORCE; LAYOFFS

Requests for copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210.

***Ongoing project—final report not yet available.**

6-074 WORKER ADAPTATION TO INTERNATIONALLY-INDUCED JOB LOSS

STATE COLLEGE, PA.

Dr. Peter B. Meyer and Mark Phillips

ILAB contract J9K80001
Project completed fiscal year 1979

Descriptors: LAYOFFS; GOVERNMENT POLICIES; TRADE ADJUSTMENT ASSISTANCE

This project examined the experience of workers laid off by the RCA plant in Mountaintop, Pa. and eligible for Trade Adjustment Assistance (TAA). The primary source of information was interviews with the workers, community leaders, and plant officials.

The study found that the TAA program has offered no training to prepare the displaced workers for employment at wages comparable to those of their former job. It also found that the displaced workers viewed their TAA payments as a one-time payoff for a permanent income loss. The authors conclude that the program has provided no significant services to help these workers readjust to the labor market.

1978

Available from Room S-5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210.

6-075 WORKER MIGRATION IN THE UNITED STATES AND OVERSEAS

NEW TRANS CENTURY FOUNDATION
WASHINGTON, D.C.

David S. North

ILAB contract J9K80017
Project completed fiscal year 1979

Descriptors: LABOR MARKET STUDY; MIGRATION

This project involved a review of worker migration in the United States and overseas. The economic significance of worker migration is examined at both the macro and micro levels. The macro analysis deals with: (1) The impact of migration on production levels, prices, and labor market conditions in the nations of immigration and (2) the role of remittances in the nations of emigration. The micro analysis deals with the impact of migration on the lives of the indivudual migrants and on the rest of the domestic work force. The project concludes with an examination of government policies on labor migration.

APPENDIXES

A. GUIDELINES FOR SUBMISSION OF RESEARCH AND DEVELOPMENT PROPOSALS UNDER CETA

The purpose of this section is to establish guidelines for the submission of proposals for research and development project funding to the Employment and Training Administration, U.S. Department of Labor.

Funds for research and development activities may be awarded under authority of two legislative acts:

1. Title III of the Comprehensive Employment and Training Act of 1973 (Public Law 93-203 approved December 28, 1973) provides for a comprehensive program of employment and training research.

Title III of the CETA also authorizes "a program of experimental, developmental, demonstration, and pilot projects, through grants to or contracts with public or private nonprofit organizations, or through contracts with other private organizations, for the purpose of improving techniques and demonstrating the effectiveness of specialized methods in meeting manpower, employment, and training problems." The projects, subsumed under the word "development" in these guidelines, seek to develop and test in operation new ways in which employment and training programs might be made more effective.

2. Social Security Act (81 Stat. 888) provides for studies which will provide information for the improvement of the overall effectiveness of the Work Incentive Program (title IV, pt. c, sec. 441).

Research and development projects are not limited to particular types of organizations. Academic institutions, State and local government units, community, private, and other organizations and individuals with research or experimental and demonstration capabilities in the employment and training area may apply for project funding.

GUIDELINES FOR R&D PROPOSALS: CONTRACTS AND GRANTS

PRELIMINARY PROPOSAL

The first step in applying for R&D funds is the submission of a preliminary statement describing the investigator's basic study ideas, subjects of research, or proposals for experimental development and demonstration.

The preliminary proposal should be brief and self-explanatory. Fifteen copies are required. It should include:

1. The problem to be investigated or the experiment or demonstration to be conducted.
2. Objectives and potential application of findings.
3. Operational, research, or assessment procedures.
4. Time and budget requirements (summary only).
5. Statement on relevance to employment and training problems.

A separate statement concerning staff, facilities, capabilities for conducting research, experimentation, or demonstration, and previous related experience should accompany the preliminary proposal. The preliminary proposal and other related materials should be sent to:

Director, Office of Research and Development
Employment and Training Administration
U.S. Department of Labor
Washington, D.C. 20213

After reviewing this preliminary summary, the Employment and Training Administration may request a formal proposal. (Formal proposals should follow the outline detailed below in Outline for Submission of Formal Proposals.)

GENERAL INFORMATION ABOUT REQUIREMENTS FOR FORMAL PROPOSALS

The proposed project should focus on potential solutions to significant employment and training problems. It should seek to develop new knowledge or new applications of existing knowledge which give promise of furthering the objectives of the legislation under which the contract would be authorized.

The end product to be sought by any project—its findings and conclusions—should be of broad program interest; it may be limited to specialized operations that can be shown to provide a basis for generalized conclusions or to have application over a wide area.

Management Capability. —The project director or principal investigator should have done successful research, or conducted experimental or demonstration programs, or have demonstrated clearly a competence for performing or directing such. It is also preferred that the director or principal investigator devote full time to the project. The organization submitting the proposal also must have available facilities and staff adequate to carry out the proposed activity or give evidence that it can acquire such, if funded.

Economic Efficiency. —The probable value of the findings of the overall project must justify the total proposed expenditure. The overall cost of the particular approach toward solving the problem in the proposed project must be reasonable when compared with the cost of other possible approaches. Projects should not duplicate ongoing or past research and development efforts and wherever possible should attempt to build on work already done.

Review of Proposals. —Formal proposals should be typed or otherwise reproduced on one side only and should be moderate in length. Twenty copies should be submitted.

Acknowledgment of receipt usually will be made within 15 days. Processing, review, and evaluation of comments received usually require 60 days from receipt of proposal.

Notice of approval for negotiation (or disapproval) will be given as soon as possible following review and evaluation. Final approval for funding will depend on a negotiated agreement on content, structure, and budget of the project by the proposer and the Employment and Training Administration.

Final Report. —Upon completion of the project, up to 200 copies of a final report are required. This report will present and analyze information secured, and for development projects will describe also the administrative structure developed and the operations performed. It will contain a summary which must include: (1) Findings and conclusions, (2) implications for program and policy, and (3) implications for further research or experimental and demonstration effort. Special attention should be given to recommendations for the application and use of the findings to programs, policies, and problems.

Publications derived from the work will acknowledge that the study was supported by the Employment and Training Administration, U.S. Department of Labor. If it chooses, the Department will have a right to publish and distribute the final report of the work done and to use the findings, including any research, program materials, or experimental and assessment designs developed, for any purpose whatsoever.

OUTLINE FOR SUBMISSION OF FORMAL PROPOSALS

There is no printed form to be used. Follow the outline below in describing the proposed project. Identify each section by number and title as indicated in the outline.

1. Cover page. The cover page of the proposal must show the following information in the order indicated:

Proposal to the Director, Office of Research and Development, Employment and Training Administration, U.S. Department of Labor, for a Research or Development Project.

Project title:	(Be concise as specific as possible. Avoid obscure technical terms. Include key words under which project may be indexed.)
Submitted by:	(Name of organization, institution, agency, or individual, hereinafter referred to as "organization.")
Address:	(Of organization, including zip code.)
Telephone number:	(Of organization, including area code.)

Initiated by:	(Full name and position of individual who is initiating project, ordinarily the director or chief investigator.)
Transmitted by:	(Full name and position of official who is approving the submission of the proposal. This must be someone with authority to commit the organization to the proposed project. The proposal should be signed by both the initiator and the transmitter on the original or master copy.)
Date:	(Date transmitted.)

2. Abstract. Summarize the proposal, preferably on one page, under two main heads: (a) Objectives and (b) procedures.

3. Problem. Describe the problem to be focused on and its significance.

4. Objectives. State the questions which the project is designed to help answer, the techniques or methods to be developed and/or tested, and/or the hypotheses to be studied.

5. Relationship to other research or experimental and demonstration programs. Discuss the proposed project in relation to previous research, experimentation, or demonstration in the area of the work proposed. Indicate how the proposal will add to knowledge on the particular problem and indicate how it will make employment and training programs more effective and efficient. Distinguish what is different about this proposed project, as compared with other projects conducted previously or currently.

6. Project design and components.

a. For development, experimental, and demonstration projects. (All such proposals must contain a research component.)

(1) Describe the work plan. Who will perform what tasks in what ways, involving what types and approximate number of participants?
(2) Describe the organizational arrangements for administration of the project.
(3) Present a time schedule for performance of the stated tasks.
(4) For the research component, follow the outline in 6(b).

b. For research projects. Describe the research design in detail, listing the steps to be followed. Include specific information, as relevant, on each of the following:

(1) Research method. What is the method to be employed in the study? Examples: Survey method, descriptive-theoretical analysis, participant observations, experimental and control group comparisons.
(2) Study subjects. Where there are populations, samples, experimental and control groups, indicate their purpose, origin, composition, size, type of data to be collected on each, and sampling plans.
(3) Data collection. Describe types of data to be gathered and methods of collection. To the extent feasible, data that are already available or are being collected from other sources must be used. Describe questionnaires, interview guides, tests, and other research instruments to be used. In studies for which it is determined that the project is subject to the requirements of the Federal Reports Act of 1942, it will be necessary for the researcher to submit copies of questionnaires and survey plans for clearance in advance of their use.
(4) Analytic techniques. Indicate statistical or other analytic techniques to be used in testing the hypotheses or achieving the objectives of the study.
(5) Phasing. Indicate the approximate time schedule for phasing each step of the project.

7. Personnel. Give name, title, and a statement of the educational and professional experience of the principal investigator and other key personnel.

8. Facilities. Indicate special facilities and similar advantages. Detail the research staff resources available to the organization.

9. Subcontracting. It is the policy of the Department of Labor that subcontracts be made on a competitive basis. If a subcontractor is to be used for any part or parts of the operation or for research or assessment, specify the nature of the work and the subcontractor's credentials for conducting it. Any subcontract is negotiated by the performing organization, but will be subject to prior approval by the Office of Research and Development.

10. Utilization. Indicate the potential principal users of the proposed project's findings and how end products (reports, guide materials, handbooks) will be structured to encourage and facilitate use by policymakers, program administrators, and the research community.

11. Other information. Indicate other pertinent information, including the following:

a. Identify other organizations whose participation or cooperation is required and present evidence of their willingness to provide it.

b. Amount of financial or other support available for this project from other sources.

c. Whether this proposal is an extension or an addition to a previously Government-supported project.

d. Whether financial support for this proposal or a similar one has been requested from any Government or private organization other than the Employment and Training Administration, U.S. Department of Labor.

12. Budget. Start this section on a new page, identifying it in sequence with previous sections as 12. "Budget." The budget will include all estimated costs to be covered by any funding from the Department of Labor.

The cost of performance includes the cost of necessary direct items of expenditure incurred in the performance of the project. It should also include an amount for overhead or indirect costs only if appropriate.

Following the categories as shown in the outline below, and rounding all amounts to the nearest dollar, list anticipated requirements for all items of expenditure. If the project is expected to extend beyond 12 months, indicate the amount required for each year, and in total.

a. Direct costs.

(1) Personal services.

(a) Include salaries and wages of all personnel directly attributable to actual performance under this project, whether on a full- or part-time basis. List personnel by title, worker-months (full- or part-time—be specific), and dollar amounts. (b) Include in connection with the above, but identify separately, allowances (dollar amounts and percentages of base salaries) for vacation, holidays, sick leave pay, and any other employee benefits customarily granted.

(2) Consultants and contract service. Include allowances for consultants and contract service as required.

(3) Materials and supplies. Assign a cost to all materials and supplies which will be expended directly by the contractor in performance of the project.

(4) Travel. Furnish estimates of the number of trips, method of transportation, and cost of travel. Include the estimated amount for subsistence and daily allowance rates, auto mileage rates, etc., during travel, in accordance with the organization's established policy.

(5) Communications. Include telephone, telegraph, and postal charges.

(6) Services. Include those not specifically covered under personal services (e.g., interviewer cost, computer cost). When a study involves securing information through Federal agencies (as the U.S. Bureau of the Census) or State agencies (as State employment services), the cost of such services, if any, should be included.

(7) Other. Itemize by category and amount.

b. Indirect cost or overhead. Give the basis for the organization's determination of proposed overhead rate and reference to the rate approved currently by other Government agencies, if any.

Overhead rates may be fixed during the negotiation of funding, or may be determined provisionally, with final settlement made at the conclusion of the project. If an overhead rate has been established by a Government audit agency, identify the cognizant audit agency and contact person, the rate established, the allocation base, and the period for which it was established.

It is most important that all items of cost be readily identifiable, regardless of whether they are shown as direct or indirect.

The proposed budget will be reviewed against applicable Federal regulations as part of the initial review. Where changes are necessary for projects which are approved otherwise for negotiation, these changes, as well as decisions concerning the determination of an overhead rate, will be made during the negotiation of the funding.

It is the policy of the Department to encourage cost-sharing arrangements on research projects in accordance with the principles set forth in the Federal Management Circular (FMC) 73-3, dated December 4, 1973, entitled "Cost Sharing on Federal Research." The budget presentation should show what costs the proposer will absorb as his contribution. If no costs are to be met by the proposer, an explanation should be provided.

GUIDELINES FOR DOCTORAL DISSERTATION GRANTS

Academic institutions offering doctoral degrees in areas of study (such as economics, sociology and social work, psychology, education, and the behavioral and social sciences generally) that relate to the employment and training field may apply for grants to support dissertation research of graduate students who have completed all requirements for the doctoral degree except the doctoral dissertation, or who will have met these requirements before the grant is effective. A separate application in the form of a study proposal must be submitted for each candidate nominated by the university for a grant. Such a grant will be made to the university in the name of the candidate.

GRANT GUIDELINES

The maximum amount of direct costs (see The Application, par. 5a below) of any one grant is $10,000 for a period not to exceed 1 year. Requests for no-cost extensions of approved grants will be considered only if reasonable progress is reported. Such requests require written support of the candidate's sponsor and must be approved by the sponsoring institution and submitted at least 3 months before the expiration of the grant. The notice of grant award will indicate the period for which the National Council on Employment Policy intends to support the project.

The grant may cover the following costs:

1. Support for the doctoral candidate will generally be on a stipend basis, determined by the proportion of time spent by the candidate on his or her dissertation multiplied by the following full-time annual stipend rates:

Doctoral candidate	$4,500
Dependent children allowances (additional)	
1	550
2 (maximum allowance)	1,100

Under this schedule, the maximum annual stipend rate for a doctoral candidate with two or more dependent children is $5,600. The following example illustrates how a stipend may be computed:

> A doctoral candidate with one child who teaches half time and works on the dissertation half time for 9 months of the year, and devotes full time to the dissertation the other 3 months, could receive a stipend of $3,157—three-fourths of the year at half time, $1,894, plus one-fourth of the year at full time, $1,263.
>
> A candidate who has been regularly employed in teaching or research activities by the sponsoring university or a related research organization, and for whom the dissertation research requires relief from part of the individual's employment, may be supported at the established rate of pay, prorated for the proportion of the time devoted to the dissertation, provided that the total amount of the candidate's pay from the grant does not exceed the amount which the candidate could otherwise receive as a stipend if devoting full time to the dissertation (see par. 1 above).

2. Major direct project costs, such as clerical assistance, necessary travel, computer time, and special supplies.

3. Indirect costs at a fixed rate not to exceed the established Federal Government audited rate of the institution. The stipend may not be treated as a personnel cost for the purpose of computing the amount of indirect costs. However, the salary of a candidate employed by the university (as in par. 1 above) will not be considered a stipend.

4. Allowance to sponsoring university.

a. When the candidate is on a stipend basis, and is not charged tuition or fees, an allowance of $2,500 will be granted to the university in lieu of tuition, fees, general supplies, and other administrative costs for grants of 6 months' to 1 year's duration. For grants of less than 6 months, the allowance will be one-half of the annual rate.

b. When the candidate is employed by the university and paid a salary, no allowance will be granted. In such instances, the university may include the salary of the candidate in the base against which indirect costs rates may be applied.

Cost sharing will be expected from the University or college in accordance with Federal Management Circular (FMC) 73-3, dated December 4, 1973, "Cost Sharing on Federal Research," the grantee institution must share in the total cost of the project. However, costs of services of academic and administrative staff, including the candidate's sponsor or dissertation adviser, which would be covered by tuition and fees of the university, may *not* be shown as a contribution of the university.

For applications that are approved, the submission of copies of final reports (dissertations) will be in accordance with condition 16 of the Conditions for Doctoral Dissertation Grants.

Any survey plans, surveys, or questionnaires arising from the research under an approved grant will be identified solely as the responsibility of the university or the doctoral candidate and will in no way be attributed to the National Council on Employment Policy. Publications based on the research conducted under the grant will acknowledge that the research was supported by a grant from the National Council on Employment Policy. The Council, as well as the U.S. Department of Labor, will have a nonexclusive right to publish and distribute the final report of the research and to use the findings, including any research designs developed by the research, for any purpose whatsoever.

The standard conditions applying to all dissertation grants are appended as Conditions for Doctoral Dissertation Grants. As indicated below, written exceptions requested from these conditions should be included with the transmittal of the application.

SUBMISSION OF APPLICATIONS

Fifteen copies of each application should be sent by the university to:

Chairman, Executive Committee
The National Council on Employment Policy
2000 K St., N.W., Suite 454
Washington, D.C. 20206
Attention: Dissertation Program

Closing dates for applications are September 1, December 1, March 1, and June 1. Applications will be accepted which are postmarked or delivered on or before each of these dates. However, applications received 1 week or more after a closing date, regardless of postmark, will be accepted for the next scheduled closing date. Should an early acknowledgment of the receipt of applications be desired, a stamped self-addressed postcard referenced to the application should be enclosed. Processing of applications requires approximately 3 months, including evaluation by a review panel. Applicants may expect to be notified of action taken about 3 months after the applicable closing date. A grant approved for a candidate who has not completed all requirements for the doctoral degree at the time of application will require notice from the university to the grant officer that all requirements have been met before any payments will be made under the grant award.

CRITERIA FOR APPROVAL

Applications are reviewed by a special impartial panel of persons outside of the National Council on Employment Policy who are experts in the employment and training field. Only those applications for studies relevant to the objectives of CETA are referred to the panel for review and recommendation.

The panel considers all elements of an application in its review, giving primary emphasis to the candidate's ability, originality, and creativity as evidenced by the study proposal. The standing of the candidate and his or her application relative to other candidates, and to the availability of funds for the program, determines whether the proposal will be approved for a grant award. Approval may be conditional on acceptance of changes as recommended by the review panel, including substantive and budget revisions.

THE APPLICATION

Applications should contain the information requested below in the order indicated. There is no printed form to be used.

1. The first page should show the following:

Proposal Submitted to the Chairman, Executive Committee, National Council on Employment Policy, for a Grant in support of a Doctoral Dissertation.

Project title:	(Be concise, descriptive, and as specific as possible.)
Submitted by:	(Legal name of university and department sponsoring the candidate.)
Address:	(Of university, including zip code.)
Telephone number:	(Of university, including area code.)
Candidate:	(Name, address, and telephone number. Candidate should sign original or master copy.)
Sponsor:	(Name, position, academic degrees, and phone number of university dissertation adviser or sponsor of the candidate. This person should sign original or master copy.)
Transmitted by:	(Name, position, and telephone number of approving official. This person should be someone with legal authority to commit the university and should sign the original or master copy. Unless otherwise indicated, all correspondence, including the Notice of Grant Award, if approved, will be addressed to this official.)
Date:	(Date transmitted.)

2. Include a statement of the background of the candidate, education and employment experience, and a list of published works. Indicate if the candidate has met all requirements for the doctoral degree other than the dissertation and, if not, when they will be met.

3. The candidate's sponsor should submit a statement in support of the proposal, indicating his or her evaluation of the interests and potential of the candidate. Where the sponsor is other than the dissertation adviser for the candidate, the adviser should also include such a statement.

4. As part of the application, a one-page abstract MUST precede a detailed statement of the proposed dissertation. The abstract should indicate: (1) The overall objective(s) of the research study; (2) data sources, methodology, and analytical procedures to be used; and (3) the results expected, including the anticipated employment and training policy and/or program implications. The detailed statement should include:

a. The problem to be investigated, its importance and significance.

b. The objectives of the study, including hypotheses to be tested and specific questions to which answers will be sought.

c. Procedures to be used. Include, as appropriate: general design; population and sample to be studied; data to be gathered and methods to be used; and methods of analysis to be applied.

d. Anticipated policy and program implications of the findings, if appropriate.

e. A time schedule for the study and its major phases.

f. Evidence that Federal or State agencies or others who possess information required for the study have agreed to make such information available to the candidate.

g. The amount of financial assistance or other support available for the study from other sources.

h. Whether financial support for this proposal has been or will be requested from any Government or private organization other than the National Council on Employment Policy.

i. Any questionnaires, test batteries, or other instruments which have been developed for the research study.

Length of proposals (excluding appendixes, vita, bibliographies, questionnaires, test instruments, etc.) must be limited to 30 pages double-spaced on one side only.

5. Include a detailed budget statement for the grant period. Budget items to be shown are listed below. Dollar amounts are to be rounded off to the nearest dollar and listed in

two columns. In the first column, show amounts of funds requested, and in the second column, the amount the grantee university intends to contribute from non-Federal sources. In connection with academic organizational contributions, please see previous note on cost sharing.

a. Direct costs.

(1) Personal services. Show the portion of the candidate's time to be spent on the project, and the rate of stipend or salary.

(a) If a stipend, indicate the basis for the rate used in accordance with schedule of stipends shown earlier in these guidelines.

(b) If a salary, indicate the basis for the recommended rate of pay. Total salary charged to the grant may not exceed the amount that would be payable for full-time work on the dissertation under the schedule of stipends shown earlier in these guidelines.

(2) Major materials and special supplies required for the study. Itemize in broad categories and amounts.

(3) Travel, including subsistence at actual cost but not to exceed the amount allowable under the customary practice of the grantee. Give details of travel and subsistence, including types of transportation to be used and rates allowed.

(4) Communication and services not included elsewhere. Itemize by broad categories and amounts. For computer use, show type, number, cost per hour, etc.

(5) Other direct costs. Itemize by category and amount. When the candidate is on a salary basis, tuition and fees normally paid to the institution by doctoral candidates working only on their dissertations may be shown as a contribution of the institution in lieu of personal and other services covered by such tuition and fees (as, for example, the time spent by the candidate's sponsor supervising the work of the candidate). Such tuition and fees are allowable as part of the grant amount only to the extent that they reflect grantee costs directly attributable to the work of the candidate.

b. Indirect costs. A fixed rate not exceeding the grantee university's established Federal Government audited rate may be used. Indicate the basis for the established rate: the date, audit agency, and reference numbers, if any.

c. Allowance to university. Include in amount requested as noted under Grant Guidelines, paragraph 4.

6. A statement acknowledging that the Conditions for Doctoral Dissertation Grants have been reviewed and will be accepted if the grant is approved. Any provisions from which the institution desires exception should be clearly indicated and justified.

B. CONDITIONS FOR DOCTORAL DISSERTATION GRANTS ADMINISTERED BY THE NATIONAL COUNCIL ON EMPLOYMENT POLICY

1. DEFINITIONS: The following terms shall have the meaning set forth below:

a. "NCEP" means the National Council on Employment Policy, 2000 K St.,N.W., Suite 454, Washington, D.C. 20006 and is referred to as the Council or NCEP in these conditions.

b. "Chairman" means the Chairman of the Executive Committee of the National Council on Employment Policy, and the term "the duly authorized representative" means any person or persons authorized to act for the Chairman.

c. "Grantee" means the institution named in this grant as the recipient of the grant award.

d. "Grant officer" means the person executing this grant document on behalf of the Council and any other individual who is properly designated a representative of the grant officer and acting within the limits of his or her authority.

e. "Doctoral candidate" means the candidate whose research is supported by a doctoral dissertation grant.

2. APPLICABILITY OF CONDITIONS

These conditions shall be applicable to the grantee, to the doctoral candidate, and to any agency or organization that, pursuant to a contract, agreement, or other arrangement with the grantee, undertakes responsibility for any part of this grant. Exceptions to these conditions may be requested in cases where compliance with one or more of them would cause unnecessary difficulties in carrying out the approved project. A waiver of any condition must be in writing and must be signed by the grant officer. Any such waiver must be explicit; no waiver may be inferred from the fact that the grant is responsive to an application that may have contained material inconsistent with one or more of these conditions.

3. SCOPE OF WORK

The work and/or services of the grantee shall be consistent with the proposal as approved for support by the grant officer and shall be performed in accordance with the document appended as Attachment 1 to the Notice of Grant Award.

4. AMOUNT OF GRANT

The amount of the grant shall not exceed the smaller of (a) the "Total Amount of This Grant" shown in the Notice of Grant Award or (b) the amount of cash expenditures (other than grantee contributions) made by the grantee for project purposes during the grant period. For this purpose, the amount of cash expenditures shall include only expenses that are chargeable to the budget of the grantee and determined by the grant officer to be allowable costs under the applicable provisions of subpart 1-15.3 of the Federal Procurement Regulations (41 CFR-1-15.3).

5. USE OF GRANT FUNDS

Grant funds shall be expended only for the purpose and activities of the approved project. Adjustments within the approved budget may be made by the doctoral candidate, with the approval of the grantee without prior approval by the grant officer, provided the total expenditures do not exceed the amount of grant and the total pay and rate of pay of the doctoral candidate are not increased. Expenses attributable only in part to this project shall be prorated on a reasonable and consistent basis to determine the amount chargeable to the activities supported by this grant. The following statement, signed by the authorized university or college official, will accompany the final fiscal report:

> "I certify that all payments and expenditures reported are for proper grant purposes and in accordance with the approved budgets set forth in the grant documents."

6. OBLIGATION OF GRANT FUNDS

Grant funds may not be obligated prior to or after the grant period. Obligations outstanding as of the end of the grant period may be liquidated (paid out) after the end of the grant period. Such obligations shall involve only specified commitments for which a need existed during the grant period and which are supported by approved contracts, purchase orders, requisitions, invoices, bills, or other evidence of liability consistent with the grantee's purchasing procedures and incurred within the grant period. All obligations incurred during the grant period shall be liquidated within 3 calendar months after the end of the grant period, if practicable.

7. PAYMENTS UNDER THE GRANT

Payments under the grant will be made as follows:

a. The initial payment will be made in the amount set forth on the cover sheet.

b. Final payment will be made on receipt and acceptance by the grant officer of (1) the reports required under condition 16 below, (2) a final fiscal statement accounting for all expenditures under this grant, and (3) a completed National Technical Information Service form (Bibliographic Data Sheet, Form NTIS-35).

8. UNOBLIGATED FUNDS

Funds remaining unobligated at the end of the grant period cannot be transferred to another grant. The amount of the free or unobligated balance remaining at the end of the grant period shall be returned by check payable to the National Council on Employment Policy when the final report for the grant period is submitted. If savings occur in the liquidation of obligations outstanding at the end of the grant period, these become part of the unobligated balance.

9. TRAVEL EXPENSES

Expenses charged for travel shall be governed by the following:

a. Local travel by public carrier at actual costs and by privately owned automobile at the grantee's usual rate.

b. Out-of-town travel at the actual costs of rail or air fare, plus actual costs of subsistence, but not to exceed those allowable under the customary practice of the grantee except that air travel shall be at less than first class where practicable.

10. SALARIES AND WAGES

The current policies of the grantee institution with respect to administration of salary and wages shall be applied to salaries and wages payable under this grant. The term "administration of salary and wage scales" is interpreted to mean hours of work, overtime rates, outside activities, general wage increases, and individual promotions. Consultants shall be paid at the prevailing rates established by the institution. In exceptional cases where the required caliber of services cannot be obtained at the prevailing rates, a request to pay a higher rate, with justification therefor, shall be submitted to the grant officer for consideration and prior approval before the commitment is made.

11. LEASE-PURCHASE AGREEMENT

The grantee shall not, while using awarded funds in the performance of this grant, lease either real or personal property under terms providing, among other things, for the option to apply rent in whole or in part toward the purchase of the property being leased without prior written consent of the grant officer. Moreover, the grantee agrees to have the substance of this clause inserted in any subcontract or equivalent instrument entered into in performance of the grant.

12. EXPENSES DISALLOWED

No project funds shall be expended for:

a. The purchase of land, or any interest therein; the acquisition or construction of facilities; or the procurement of passenger-carrying vehicles;

b. The cost of meals for employees or officials of the grantee except when in travel status; or

c. Costs incurred before or after the grant period.

13. INTEREST EARNED ON AWARDED FUNDS

All interest earned on awarded grant funds shall be reported in the financial report for the grant period and shall be returned by check payable to the National Council on Employment Policy

14. ACCOUNTING FOR PROPERTY

Title to all property acquired with grant funds remains in the Council. Upon completion of the project, the grantee shall make a report to the Council itemizing all nonconsumable property acquired with grant funds. The grant officer at that time will determine the disposition to be made of such property.

15. ACCOUNTING PROCEDURES AND AUDIT

Accounting for grant funds will be in accordance with grantee institution accounting practices, consistently applied, regardless of the source of funds. Itemization of all supporting records of grant expenditures, including grantee contributions, must be in sufficient detail to show the exact nature of the expenditures. In accordance with the Federal Management Circular (FMC) 73-3 dated December 4, 1973, the grantee's contribution to the project shall be not less in proportion to the total actual charges against the grant than the ratio indicated in the approved budget. Records must be available for audit by Council designated representatives and must be retained for 3 years after expiration of the grant or until grantee is notified by the grant officer that they may be disposed of.

16. REPORTS

Prior to the end of the grant period, grantee shall submit 10 reasonably durable, bound copies of a final research report covering the activities, research findings, implications, conclusions, and recommendations resulting from the project work. A short summary covering these subjects (four or five paragraphs totaling about 300 words) will be inserted directly after the Bibliographic Data Sheet (Form NTIS-35). This Bibliographic Data Sheet (supplied with the original grant) must be completed and bound into each copy behind the report title page. Said final report shall contain, either in the preface or on the title page, the following acknowledgment:

> **The material in this project was prepared under Grant No(s). (enter appropriate NCEP numbers) from the National Council on Employment Policy. Researchers undertaking such projects under Council sponsorship are encouraged to express freely their professional judgment. Therefore, points of view or opinions stated in this document do not necessarily represent the official position or policy of the National Council on Employment Policy.**

Final dissertation reports must be officially acceptable to the faculty member commitee and/or other appropriate university official responsible for the candidate's dissertation and must be signed by such persons.

17. QUESTIONNAIRE APPROVAL

No questionnaire or survey plan shall be identified as a Council study or a Council-approved study.

18. RIGHTS TO AND DISPOSITION OF DATA

The grantee may publish, cause to be published, or distribute for public consumption any information concerning the results or conclusions of research under this grant, without prior review by the grant officer, provided that such publications contain the acknowledgment required by condition 16 above.

Grantee agrees to furnish 10 copies of each such publication to the National Council on Employment Policy and agrees, to the extent that the grantee has power to grant such rights, that the Council and the U.S. Department of Labor may duplicate, use, and disclose in any manner and for any purpose whatsoever, and have others so do, all data procured or reports delivered under this grant. It is understood that the grantee may not be required to disclose material of a confidential nature to the NCEP even though such material has been collected in the performance of this grant. If the grant results in a book or other copyrightable material, the author is free to copyright the work, but the grantee agrees that the NCEP and the U.S. Department of Labor reserve a royalty-free, nonexclusive, irrevocable license to reproduce, publish, or otherwise use, and to authorize others to use, all copyrighted material and all material that can be copyrighted resulting from this grant. It is further agreed that, in any material prepared under this grant for which a license is reserved under the preceding sentence, the following language shall be added plainly in the vicinity of the copyright: "Reproduction by the National Council on Employment Policy or the U.S. Government in whole or in part is permitted for any purpose."

19. CANCELLATION

a. This grant may be cancelled in whole or in part by the grant officer after notice to the grantee, except that a cancellation shall not affect any financial commitment that, in the judgment of the grant officer had become firm prior to the effective date of the cancellation. Upon notice of cancellation, the grantee shall make no new commitments and shall cancel and otherwise reduce, insofar as possible, the amount of outstanding commitments and repay to the grant officer, by check payable to the National Council on Employment Policy, the uncommitted balance of all funds that have been paid to the grantee under the terms of the grant.

b. The grantee shall communicate with the grant officer whenever it has reason to believe that circumstances may necessitate cancellation of the grant. It is expected that the most common cause for cancellation will be inability of the grantee to carry out the program for which the grant was made or inability to adhere to the other conditions set forth in the grant instrument.

20. AVAILABILITY OF THE DOCTORAL CANDIDATE

The availability of the services of the person named in the notice of grant award as doctoral candidate is one of the conditions of the grant. Grantee agrees to inform the Council immediately whenever it appears to be impossible for the doctoral candidate to continue to work on the project as planned. Under such circumstances, doctoral dissertation grants must be cancelled.

21. CONTRACTS

a. Unless otherwise provided herein, prior written approval shall not be required for the purchase, lease, or rental by the grantee of articles, supplies, equipment, and services that are both necessary for and merely incidental to the performance of the work required under this grant, except that the following shall require such prior approval of the grant officer:

(1) Purchase of items of property or equipment having a unit value exceeding $250.

(2) Contracts and purchase orders exceeding 5 percent of the total estimated cost of this grant.

(3) Cost, cost-plus-a-fixed-fee, time-and-material, or labor-hour basis contracts.

(4) The purchase of any motor vehicle or airplane.

Nothing herein, however, shall be deemed to provide for the incurrence of any obligation of the Council in excess of estimated cost set forth in this grant or be construed to constitute a determination of the allowability of such cost. The grantee shall not enter into any agreement, under this grant, that provides for payment on a cost-plus-percentage-of-cost basis.

b. The grantee will give the Council immediate notice in writing of any action or suit filed and prompt notice of any claim made against the grantee by any party with whom the grantee has entered into a subcontract and which, in the opinion of the grantee, may result in litigation related in any way to this grant.

22. EQUAL OPPORTUNITY

The following clause is applicable unless this grant is exempt under the rules, regulations, and relevant orders of the Secretary of Labor (41 CFR, ch. 60).

During the performance of this grant, the grantee agrees as follows:

a. No person with responsibilities in the implementation of said grant will discriminate against any participant, employee, or applicant for employment in conjunction with such grant because of race, color, creed, sex, national origin, political affiliation, or belief. The grantee will take affirmative action to insure that applicants are employed, and that employees are treated during employment, without regard to their race, color, religion, sex, or national origin. Such action shall include, but not be limited to, the following: Employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The grantee agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the grant officer setting forth the provisions of this equal opportunity clause.

b. The grantee will state, in all solicitations or advertisements for employees placed by or on behalf of the grantee, that all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, or national origin.

c. The grantee will send to each labor union or representative of workers with which it has a collective-bargaining agreement or other contract or understanding a notice, to be provided by the agency grant officer, advising the labor union or workers' representative of the grantee's commitments under this equal opportunity clause and shall post copies of the notice in conspicuous places available to employees and applicants for employment.

d. The grantee will comply with all provisions of Executive Order No. 11246 of September 24, 1965, and by the rules, regulations, and orders of the Secretary of Labor.

e. The grantee will furnish all information and reports required by Executive Order No. 11246 of September 24, 1965, and by the rules, regulations, and orders of the Secretary of Labor, or pursuant thereto, and will permit access to its books, records, and accounts by the Department of Labor and the Secretary of Labor for purposes of investigation to ascertain compliance with such rules, regulations, and orders.

f. In the event of the grantee's noncompliance with the equal opportunity clause of this grant or with any of the said rules, regulations, or orders, this grant may be canceled, terminated, or suspended, in whole or in part, and the grantee may be declared ineligible for further Government grants or contracts in accordance with procedures authorized in Executive Order No. 11246 of September 24, 1965, and such other sanctions may be imposed and remedies invoked as provided in Executive Order No. 11246 of September 24, 1965, or by rule, regulation, or order of the Secretary of Labor, or as otherwise provided by law.

g. The grantee will include the provisions of paragraphs a through g in every subcontract or purchase order unless exempted by rules, regulations, or orders of the Secretary of Labor issued pursuant to section 204 of Executive Order No. 11246 of September 24, 1965, so that such provisions will be binding upon each subcontractor or vendor. The grantee will take such action with respect to any subcontract or purchase order as the Department of Labor may direct as a means of enforcing such provisions, including sanctions for noncompliance. *Provided, however,* that, in the event the grantee becomes involved in, or is threatened with, litigation with a subcontractor or vendor as a result of such direction by the contracting agency, the grantee may request the United States to enter into such litigation to protect the interests of the United States.

23. COVENANT AGAINST CONTINGENT FEES

The grantee warrants that no person or selling agency or other organization has been employed or retained to solicit or secure this grant upon an agreement or understanding for a commission, percentage, brokerage, or contingent fee, excepting bona fide employees or bona fide established commercial or selling agencies maintained by the grantee for the purpose of securing business. For breach or violation of this warranty, the Council shall have the right to annul this grant without liability or, at its discretion, to deduct from the grant award, or consideration, or otherwise recover, the full amount of such commission, percentage, brokerage, or contingent fee.

24. DISCLAIMER OF LIABILITY

Liabilities for the project supported by this grant are those of the grantee and not the Council, which assumes no liability with respect to accidents, illnesses, or claims arising out of the grant. Accordingly, the grantee is advised to take such steps to insure or protect itself as it may deem desirable.

25. OTHER CONDITIONS

The grantee agrees to comply with title I, part B, section 121 of Public Law 95-524 (Comprehensive Employment and Training Act Amendments of 1978), as may be applicable.

INDEXES

A. Index of Contract and Grant Numbers

B. Index of Contractor and Grantee Organizations

C. Index of Individuals Associated with Contracts and Grants

D. Index of Research Subjects

A.—INDEX OF CONTRACT AND GRANT NUMBERS

(For reference numbers, first digit is chapter number and subsequent digits refer to numerical order of descriptions within each chapter.)

ILAB 74-11	6-073
ILAB 74-14	6-048
ILAB 74-15	6-010
ILAB 74-18	6-007
ILAB 74-23	6-019
ILAB 74-25	6-002
ILAB 75-13	6-006
ILAB 75-15	6-028
ILAB 75-17	6-035
ILAB 75-25	6-031
ILAB 76-08	6-060
ILAB 76-10	6-065
ILAB 76-14	6-068
J9K60002	6-026
J9K60003	6-023
J9K60004	6-071,
J9K60005	6-004
J9K60006	6-021
J9K60012	6-056, 6-055
J9K60014	6-043
J9K60015	6-012
J9K60016	6-013
J9K60017	6-027
J9K60018	6-015
J9K60019	6-014
J9K60020	6-005
J9K60021	6-033
J9K60025	6-056
J9K60027	6-047
J9K60028	6-059
J9K60029	6-037
J9K60030	6-049
J9K60031	6-069
J9K60032	6-042
J9K60033	6-036
J9K70001	6-069
J9K70002	6-046
J9K70003	6-038
J9K70004	6-066
J9K70005	6-041
J9K70006	6-001
J9K70007	6-013
J9K70008	6-003
J9K70009	6-030
J9K70010	6-067
J9K70011	6-039
J9K70012	6-064
J9K70013	6-045
J9K70014	6-024
J9K70015	6-054
J9K70016	6-052
J9K80001	6-074
J9K80002	6-034
J9K80003	6-022
J9K80004	6-020
J9K80006	6-040
J9K80007	6-070
J9K80008	6-058
J9K80009	6-061
J9K80010	6-008
J9K80011	6-053
J9K80012	6-017
J9K80013	6-009
J9K80014	6-016
J9K80015	6-057
J9K80016	6-025
J9K80017	6-075
J9K90001	6-044
J9K90002	6-063
J9K90003	6-062
J9K90004	6-050
J9K90005	6-029
J9K90006	6-072
J9K90007	6-032
J9K90008	6-011
J9K90009	6-051
SR500-75-18	2-089
12-42-74-11	2-075
20-11-73-06	3-007
20-11-73-25	2-054
20-06-74-12	2-055
20-11-74-16	3-121
20-11-74-18	1-039
20-42-74-19	2-096
20-11-74-21	3-094
20-36-75-06	2-010
20-11-75-07	1-039
20-06-75-08	1-017
20-42-75-09	2-086
20-06-75-11	2-003
20-47-75-12	2-007
20-25-75-13	2-013
20-36-75-15	2-051
20-13-75-38	2-091
20-25-75-42	1-040
20-48-75-44	2-106
20-42-75-45	1-025
20-13-75-46	2-104
20-06-75-48	1-042
20-11-75-50	1-032
20-11-76-08	4-013
20-11-76-10	1-036
20-11-76-11	3-002
20-34-76-12	2-099
20-11-76-15	4-004
20-11-76-37	2-012
20-11-76-47	3-099
20-06-76-51	3-076
20-51-76-53	3-032
20-11-76-54	1-057
20-04-76-55	3-005
20-24-76-69	1-014
20-25-77-03	3-116
20-36-77-04	3-115
20-36-77-13	2-052
20-25-77-15	2-078
20-06-77-16	3-034
20-11-77-18	2-018
20-51-77-19	1-056
20-25-77-20	3-038
20-11-77-21	1-059
20-11-77-22	3-026
20-25-77-25	1-030
20-11-77-26	3-036
20-24-77-29	3-080
20-17-77-30	3-081
20-11-77-31	3-082
20-25-77-32	1-034
20-51-77-37	3-117
20-17-77-42	2-074
20-51-77-43	4-019
20-24-77-44	2-023
20-25-77-49	2-095
20-24-78-06	3-093
20-06-78-07	3-091
20-11-78-18	2-033
20-11-78-20	4-015
20-25-78-22	1-044
20-11-78-24	4-025
20-11-78-25	4-022
20-11-78-36	3-122
20-06-78-41	4-007
20-27-78-43	2-040
20-06-78-44	2-083
20-42-78-53	1-020
20-25-78-58	1-054
20-36-79-01	2-042
20-11-79-05	2-015
20-47-79-07	4-003
20-11-79-10	4-018
20-11-79-11	4-020
20-51-79-12	1-007
20-24-79-13	1-033
20-11-79-14	1-047
20-51-79-15	2-093
20-25-79-16	2-025
20-36-79-17	1-051
20-51-79-20	1-023
20-06-79-22	2-024
20-24-79-23	2-059
20-34-79-24	2-061
20-11-79-25	2-039
20-34-79-26	1-037
20-29-79-27	1-058
20-34-79-28	2-103
20-36-79-29	2-053
20-55-79-30	2-077
20-11-79-32	3-031
20-51-79-34	2-062
20-34-79-35	2-032
20-24-79-36	1-031
20-24-79-37	1-026
20-42-79-38	2-065
20-51-79-39	3-030
20-51-79-40	2-090
20-39-79-45	2-037
20-25-79-47	1-049
20-17-79-48	2-031
20-11-79-49	2-041
20-17-79-57	2-020
20-11-79-59	1-009
20-11-79-62	1-053
20-24-79-63	1-050
21-36-73-04	3-006
21-42-73-05	3-001
21-24-73-23	2-092
21-37-73-25	3-097
21-42-73-41	3-004

A.—INDEX OF CONTRACT AND GRANT NUMBERS

21-21-73-42 1-015
21-42-73-43 3-095
21-17-73-48 1-016
21-29-73-49 4-021
21-36-73-51 3-006
21-48-74-01 2-088
21-48-74-03 3-109
21-06-74-06 2-049
21-29-74-12 3-090
21-25-74-15 2-094
21-26-74-16 3-110
21-42-74-20 3-096
21-36-74-23 3-077
21-11-74-28 1-011
21-55-74-30 3-107
21-25-74-33 1-003
21-42-75-06 3-124
21-48-75-07 3-035
21-39-75-10 1-008
21-42-75-13 1-038
21-51-75-14 2-029
21-11-75-16 3-114
21-36-75-17 3-100
21-11-75-19 2-105
21-36-75-20 3-006
21-36-76-01 3-003
21-42-76-04 3-087
21-11-76-06 2-038
21-11-76-08 1-012
21-34-76-10 4-006
21-55-76-11 3-101
21-46-76-12 3-083
21-26-76-13 3-039
21-39-76-14 3-113
21-36-76-15 2-011
21-11-76-16 2-001
21-06-76-17 2-019
21-36-76-18 3-006
21-11-76-19 1-048
21-01-76-21 3-098
21-11-77-01 3-085
21-42-77-02 1-002
21-06-77-03 2-016
21-06-77-04 3-106
21-25-77-05 2-098
21-24-77-06 2-047
21-11-77-07 1-001
21-36-77-08 1-004
21-11-77-09 3-037
21-24-77-11 3-104
21-36-77-12 2-026
21-11-77-13 2-034
21-01-77-14 4-009
21-11-77-15 2-005
21-11-77-16 2-100
21-36-77-17 1-021
21-06-77-18 3-025
21-48-77-19 2-035
21-48-77-20 2-004
21-36-77-21 3-042
21-48-77-22 3-046
21-12-77-24 3-056
21-06-77-25 3-057
21-20-77-26 3-058
21-06-77-27 3-059
21-18-77-28 3-060
21-36-77-29 3-044
21-08-77-30 3-047
21-04-77-31 3-048
21-48-77-32 3-049
21-10-77-33 3-061
21-27-77-34 3-050
21-11-77-35 1-010
21-36-77-36 3-023
21-26-77-37 3-112
21-37-77-38 1-006
21-06-78-01 3-064
21-12-78-02 3-065
21-17-78-03 3-066
21-48-78-04 3-052
21-39-78-05 3-067
21-48-78-06 3-068
21-06-78-07 3-062
21-48-78-08 3-051
21-36-78-09 3-069
21-48-78-10 3-054
21-06-78-11 3-063
21-48-78-12 3-070
21-17-78-13 3-071
21-06-78-14 3-053
21-48-78-15 3-072
21-06-78-16 3-073
21-06-78-17 3-123
21-06-78-18 3-045
21-25-78-19 3-033
21-06-78-20 4-001
21-25-78-21 3-119
21-51-78-22 2-043
21-29-78-23 1-045
21-48-78-24 3-055
21-11-78-25 2-002
21-11-78-26 4-024
21-21-78-27 1-013
21-11-78-28 3-085
21-04-78-29 4-002
21-25-78-31 2-044
21-55-78-32 1-055
21-36-78-33 4-008
21-34-78-34 1-039
21-11-78-36 1-035
21-36-78-37 4-017
21-04-78-38 3-086
21-36-78-39 3-103
21-41-78-41 2-030
21-34-78-42 4-005
21-36-78-43 3-009
21-06-78-44 3-010
21-37-78-45 3-011
21-25-78-46 3-012
21-06-78-47 3-013
21-25-78-48 3-014
21-09-78-49 3-015
21-17-78-50 3-016
21-42-78-51 3-017
21-51-78-52 3-018
21-23-78-53 3-019
21-36-78-54 3-020
21-42-78-55 3-021
21-91-78-56 3-024
21-24-78-57 2-046
21-06-78-58 2-097
21-34-78-60 3-027
21-36-78-61 3-028
21-04-78-62 3-078
21-48-78-63 3-029
21-39-78-64 3-092
21-48-78-65 3-088
21-17-78-66 3-074
21-36-79-01 2-021
21-36-79-02 2-022
21-36-79-03 1-028
21-34-79-04 1-043
21-55-79-05 3-079
21-42-79-07 1-018
21-17-79-08 3-108
21-06-79-09 4-016
21-55-79-10 3-102
21-49-79-11 4-012
21-12-79-12 4-023
21-55-79-14 2-060
21-51-79-16 2-045
21-11-79-17 3-118
21-25-79-18 3-120
21-25-79-19 3-075
21-11-79-20 1-019
21-18-79-21 3-041
21-25-79-22 2-036
21-11-79-23 1-052
21-25-79-24 1-029
21-36-79-25 3-022
21-36-79-26 1-022
21-55-79-27 3-089
21-04-79-29 1-024
27-34-78-04 2-009
27-25-79-01 2-017
27-34-79-02 2-006
28-29-78-53 2-008
28-42-78-54 3-084
28-11-79-03 3-111
28-36-79-05 2-087
31-01-78-01 5-005
31-53-78-02 5-016
31-34-78-03 5-003
31-22-78-04 5-009
31-04-78-05 5-014
31-06-78-06 5-015
31-48-78-07 5-010
31-48-78-08 5-011
31-43-78-09 5-006
31-51-78-10 5-004
31-36-78-11 5-002
31-21-78-12 5-007
31-26-78-13 5-008
31-20-78-14 5-012
31-49-78-15 5-013
31-25-78-16 5-001
33-36-75-01 2-028
41-9-004-23 2-050
42-25-72-10 2-050
42-47-73-01 2-007
42-06-74-04 2-068
42-25-74-08 1-003
51-42-72-02 2-075
51-13-72-10 3-040
51-11-73-02 2-064
51-55-73-04 4-014
51-42-73-05 2-075
51-41-74-01 2-064
51-36-75-01 2-076
51-27-75-03 2-058
51-11-75-04 2-084
51-36-76-03 2-056
51-17-76-04 2-072
51-17-76-05 2-073
51-12-76-06 2-081
51-11-77-01 2-069
51-06-77-02 2-063
51-36-77-03 2-082
51-11-77-04 2-067
51-25-77-05 2-066
51-06-77-07 2-079
51-11-78-01 2-070
51-25-78-02 2-080
51-11-78-03 2-057
51-09-79-01 2-071
81-34-28 3-007
81-08-38 3-007
81-09-66-31 4-011
81-37-68-21 3-007
81-37-69-15 3-007
81-37-70-18 3-007
81-09-70-19 3-121
81-36-71-01 3-006
81-11-71-09 4-011
81-11-71-11 4-010
81-11-72-16 4-010
82-34-69-34 2-048
82-11-71-11 1-046
82-36-71-17 1-046
82-25-71-39 2-014
82-11-71-45 2-101
82-37-71-47 1-005
82-42-72-08 2-085
82-39-72-21 3-007
91-23-67-57 2-050
91-24-68-29 5-297
91-46-68-48 5-303

91-27-69-24 5-224
91-27-69-38 5-048
91-34-69-50 5-059
91-15-70-12 5-285
91-46-70-35 5-199
91-05-70-44 5-299
91-34-70-62 5-029
91-34-70-63 5-059
91-25-71-04 5-220
91-26-71-16 5-052
91-29-71-50 5-244
91-48-72-10 5-278
91-26-72-11 5-076
91-26-72-12 5-279
91-26-72-23 5-248
91-36-72-34 5-029
91-06-73-03 5-080
91-36-73-13 5-035
91-25-73-17 5-186
91-36-73-18 5-215
91-55-73-24 5-027
91-25-73-31 5-174
91-42-73-32 5-305
91-42-73-33 5-149
91-06-73-34 5-109
91-48-73-35 5-315
91-06-74-04 5-061
91-27-74-08 5-169
91-36-74-09 5-050
91-26-74-10 5-033
91-09-74-18 5-017
91-55-74-19 5-047
91-25-74-22 5-134
91-26-74-24 5-301
91-48-74-25 5-315
91-17-74-29 5-298
91-55-74-30 5-240
91-09-74-31 5-269
91-17-74-32 5-313
91-40-74-33 5-256
91-51-74-38 5-101
91-44-74-39 5-057
91-36-74-40 5-132
91-36-74-42 5-037
91-53-74-45 5-146
91-17-75-01 5-251
91-17-75-02 5-060
91-27-75-03 5-096
91-18-75-07 5-039
91-24-75-08 5-237
91-36-75-09 5-031
91-05-75-12 5-246
91-29-75-13 5-104
91-36-75-14 5-044
91-25-75-15 5-148
91-41-75-16 5-161
91-25-75-17 5-126
91-19-75-18 5-256
91-26-75-19 5-145
91-17-75-20 5-165
91-08-75-21 5-144
91-37-75-22 5-091
91-26-75-23 5-022
91-06-75-24 5-058
91-06-75-25 5-178
91-19-75-26 5-269
91-26-75-27 5-300
91-26-75-28 5-263
91-25-75-29 5-170
91-36-75-30 5-227
91-22-75-31 5-068
91-25-75-33 5-114
91-09-75-34 5-129
91-09-75-35 5-063
91-26-75-37 5-225
91-26-75-38 5-140
91-25-75-39 5-196
91-36-75-40 5-024
91-25-75-41 5-290
91-25-75-42 5-219
91-06-76-01 5-247
91-09-76-02 5-081
91-36-76-04 5-195
91-09-76-05 5-184
91-24-76-06 5-160
91-55-76-07 5-041
91-06-76-08 5-117
91-36-76-09 5-164
91-24-76-10 5-159
91-51-76-11 5-090
91-06-76-12 5-216
91-36-76-13 5-019
91-55-76-14 5-221
91-55-76-15 5-136
91-25-76-16 5-071
91-26-76-17 5-197
91-26-76-18 5-262
91-26-76-19 5-032
91-55-76-20 5-205
91-29-76-21 5-167
91-06-76-22 5-158
91-17-76-23 5-053
91-53-76-24 5-131
91-37-76-25 5-264
91-17-76-27 5-137
91-06-76-28 5-311
91-25-76-29 5-239
91-26-76-30 5-276
91-55-76-31 5-049
91-36-76-32 5-020
91-36-76-33 5-128
91-26-76-34 5-043
91-37-76-35 5-280
91-09-76-36 5-051
91-25-76-37 5-028
91-55-76-38 5-133
91-36-76-39 5-294
91-36-76-40 5-201
91-25-76-41 5-070
91-36-76-42 5-163
91-25-76-43 5-098
91-09-76-44 5-242
91-55-76-45 5-112
91-06-76-46 5-113
91-47-76-46 5-154
91-48-76-47 5-265
91-11-76-48 5-274
91-41-76-49 5-310
91-42-76-50 5-026
91-26-76-51 5-254
91-25-76-52 5-127
91-37-76-53 5-213
91-09-76-54 5-030
91-55-76-56 5-241
91-34-76-57 5-206
91-06-76-58 5-187
91-39-76-61 5-255
91-29-76-62 5-185
91-17-76-63 5-200
91-55-76-64 5-309
91-17-76-65 5-180
91-26-76-66 5-231
91-55-76-67 5-093
91-10-76-68 5-308
91-26-76-69 5-078
91-55-76-70 5-253
91-25-77-01 5-238
91-06-77-02 5-122
91-18-77-03 5-130
91-26-77-04 5-177
91-09-77-05 5-230
91-53-77-06 5-249
91-55-77-07 5-228
91-27-77-08 5-115
91-55-77-09 5-124
91-06-77-10 5-082
91-47-77-11 5-286
91-19-77-12 5-092
91-06-77-13 5-036
91-18-77-14 5-085
91-11-77-15 5-072
91-55-77-16 5-062
91-37-77-17 5-304
91-25-77-18 5-123
91-13-77-19 5-272
91-17-77-20 5-121
91-36-77-21 5-261
91-36-77-22 5-204
91-06-77-23 5-183
91-24-77-24 5-271
91-55-77-25 5-067
91-18-77-26 5-282
91-36-77-27 5-209
91-25-77-28 5-111
91-09-77-29 5-234
91-25-77-30 5-073
91-19-77-31 5-270
91-06-77-32 5-179
91-42-77-33 5-275
91-24-77-34 5-142
91-24-77-35 5-266
91-25-77-36 5-141
91-17-77-37 5-116
91-47-77-38 5-288
91-41-77-40 5-198
91-36-77-41 5-095
91-09-77-42 5-222
91-36-77-43 5-125
91-36-77-44 5-210
91-36-77-45 5-118
91-51-77-46 5-042
91-17-77-47 5-040
91-17-77-48 5-157
91-36-77-49 5-236
91-36-77-50 5-120
91-36-77-51 5-069
91-36-77-52 5-150
91-34-77-53 5-156
91-36-77-54 5-287
91-17-77-55 5-314
91-06-77-56 5-086
91-25-77-57 5-025
91-25-77-58 5-212
91-55-77-59 5-229
91-55-77-60 5-023
91-42-77-61 5-077
91-17-78-01 5-302
91-06-78-02 5-235
91-36-78-03 5-243
91-25-78-04 5-292
91-17-78-05 5-245
91-25-78-06 5-098
91-55-78-07 5-087
91-55-78-08 5-166
91-42-78-09 5-108
91-17-78-10 5-316
91-17-78-11 5-257
91-34-78-12 5-189
91-37-78-13 5-193
91-06-78-14 5-074
91-42-78-15 5-228
91-26-78-16 5-038
91-17-78-17 5-055
91-36-78-18 5-208
91-37-78-19 5-139
91-55-78-20 5-021
91-36-78-21 5-147
91-36-78-22 5-066
91-55-78-23 5-054
91-26-78-24 5-194
91-06-78-25 5-203
91-26-78-26 5-172
91-06-78-27 5-250
91-36-78-28 5-097
91-06-78-29 5-188
91-37-78-30 5-168
91-42-78-31 5-268

A.—INDEX OF CONTRACT AND GRANT NUMBERS

91-19-78-32 5-277
91-36-78-33 5-103
91-36-78-34 5-084
91-18-78-35 5-135
91-36-78-36 5-102
91-36-78-37 5-259
91-18-78-38 5-089
91-48-78-39 5-306
91-55-78-40 5-065
91-36-78-41 5-295
91-55-78-43 5-100
91-13-78-44 5-267
91-37-78-45 5-273
91-51-78-46 5-094
91-48-78-47 5-153
91-25-78-48 5-018
91-25-78-49 5-119
91-06-78-50 5-106
91-36-78-51 5-281
91-34-78-52 5-143
91-26-78-53 5-192
91-53-79-01 5-088
91-36-79-02 5-217
91-17-79-03 5-181
91-13-79-04 5-176
91-25-79-05 5-171
91-24-79-06 5-107
91-25-79-07 5-151
91-37-79-08 5-155
91-25-79-09 5-173
91-36-79-10 5-152
91-25-79-11 5-258
91-55-79-12 5-211
91-17-79-13 5-056
91-55-79-14 5-223
91-55-79-15 5-218
91-55-79-16 5-226
91-24-79-17 5-110
91-39-79-18 5-252
91-36-79-19 5-191
91-06-79-20 5-083
91-17-79-21 5-283
91-26-79-22 5-307
91-26-79-23 5-232
91-44-79-24 5-064
91-17-79-25 5-190
91-37-79-26 5-105
91-06-79-27 5-034
91-36-79-28 5-175
91-36-79-29 5-214
91-17-79-30 5-099
91-17-79-31 5-260
91-25-79-32 5-045
91-06-79-33 5-284
91-55-79-34 5-138
91-09-79-35 5-182
91-17-79-36 5-293
91-36-79-37 5-289
91-36-79-38 5-202
91-06-79-39 5-233
91-36-79-40 5-291
91-12-79-41 5-296
91-55-79-42 5-207
91-36-79-43 5-075
91-06-79-44 5-312
91-06-79-45 5-079
91-36-79-47 5-046
91-17-79-48 5-162
92-34-70-16 1-027
92-25-72-03 1-029
92-36-72-12 2-027
92-26-72-35 3-105

B.—INDEX OF CONTRACTOR AND GRANTEE ORGANIZATIONS

(For reference numbers, first digit is chapter number and subsequent digits refer to numerical order of descriptions within each chapter.)

A

A.T. Kearney, Inc. 6-009
Abt Associates, Inc. 1-030, 1-040, 1-049, 2-013, 2-078, 3-038
Akipan Associates, Inc. 1-056
Alabama, The University of 4-009, 5-005
Alameda County Training and Employment Board/Associated Community Action Program 3-062
American Agricultural Economics Association 1-015
American Bar Association 2-102, 2-105
American Council on Education 2-034
American Institutes for Research 1-057, 4-020
American Personnel and Guidance Association 1-012
American Public Works Association 2-031
American University, The 2-100, 5-072
Anna Mental Health and Developmental Center 2-072
Arizona State University 3-078
Arizona, The University of 1-024, 3-005, 3-048, 3-086, 4-002, 5-014
Arthur D. Little, Inc. 6-013
Arthur Young & Company, Inc. 1-047
Associate Consultants, Inc. 1-009, 2-041
Auburn University, School of Business 3-098

B

Boeing Computer Services, Inc. 1-032
Booz, Allen and Hamilton, Inc. 1-026
Boston College 3-075, 3-116, 5-111, 5-258, 6-059
Boston University 5-098, 5-127
Bowdoin College 3-019
Brandeis University 2-080, 5-018, 5-028, 5-045, 5-173, 5-220
Brookings Institution, The 4-024
Broward Manpower Council 3-065
Brown University 5-057, 5-064, 6-057
Bureau of Labor Statistics 1-046, 3-099, 3-121, 4-010
Bureau of Social Science Research, Inc. 2-005, 2-057, 2-064, 2-101
Bureau of the Census 3-007

C

California Institute for Rural Studies 3-063
California State University 5-015
California, University of 5-284
California, University of Southern 3-034
California, University of, Berkeley 2-019, 2-068, 2-079, 3-010, 3-013, 3-123, 5-034, 5-061, 5-080, 5-082, 5-113, 5-122, 5-158, 5-179, 5-187, 5-250, 5-311
California, University of, Davis 3-053, 5-203
California, University of, Irvine 5-079
California, University of, Los Angeles 5-058, 5-074, 5-083, 5-106, 5-109, 5-117, 5-188, 5-233, 5-235, 5-247, 6-062, 6-070
California, University of, Riverside 5-246
California, University of, Santa Barbara 5-312
California, University of, Santa Barbara, Social Process Research Institute 2-097
Camil Associates, Inc. 1-025
Carnegie Council on Policy Studies in Higher Education 2-016
Carnegie-Mellon University 3-095, 3-096, 5-228, 5-305
Census, The Bureau of—See Bureau of the Census
Center for Applied Manpower Research 2-049
Center for Applied Research 4-007
Center for Quantitative Sciences Market Facts, Inc. 6-021
Center for Research on the Acts of Man 2-075
Center for the Study of Public Policy 2-010
Charles River Associates, Inc. 6-023, 6-047
Chicago State University 5-251
Chicago, Mayor's Council of Manpower and Economic Advisors 1-016
Chicago, The University of 5-055, 5-116, 5-121, 5-157, 5-180, 6-063
Chicano Pinto Research, Inc. 3-045
Claremont Graduate School 5-178
Clark College 5-006
Colorado State University 5-144
Columbia University 1-021, 1-022, 1-027, 1-028, 2-042, 3-006, 3-009, 3-020, 3-022, 3-042, 3-115, 4-008, 5-029, 5-050, 5-059, 5-066, 5-069, 5-102, 5-120, 5-147, 5-150, 5-175, 5-204, 5-208, 5-209, 5-210, 5-214, 5-215, 5-217, 5-227, 5-243, 6-010
Commerce, U.S. Department of—See Bureau of the Census
Community Resources Group 1-034
Conference Board, The 1-004
Connecticut, University of 2-071, 3-015, 5-081
Contract Research Corporation 2-095
Cornell University 2-076, 3-069, 4-017, 5-031, 5-046, 5-075, 5-097, 5-125, 5-128, 5-163, 5-191, 5-195, 5-201, 5-236, 5-259, 5-287, 5-289, 5-294, 6-001, 6-015, 6-017
CSR, Inc. 1-[illegible]07

D

Data Resources, Inc. 6-008, 6-014, 6-051, 6-072
Delaware, University of 5-308
Denver Community Development Corporation 3-047
Developing World Industry and Technology, Inc. 6-035, 6-036, 6-064
Dialogue Systems 1-051
Duke University 5-139, 5-155, 5-213, 5-264, 5-273, 5-304
Dynamic Programs, Inc. 1-037

E

E.H. White and Co. 2-024
Educational Testing Service 1-039, 2-006, 2-009, 4-006
Employment and Training Administration, Region IV 2-091
Employment and Training Administration, Region IX 1-017
Employment and Training Administration, Region V 2-074
Employment Standards Administration 2-054

F

Florida International University 6-050
Florida State University 3-056
Florida, University of 4-023, 5-296
Fordham University 3-077

G

George Peabody College for Teachers 5-288
Georgetown University 3-114
Georgia Department of Labor 2-104
Georgia Institute of Technology 5-267
Georgia State University 3-040, 5-272, 6-031
Georgia, University of 5-176
Glaser and Associates, Edward 2-083
Great Lakes Research, Inc. 2-040
Group Operations, Inc. 1-053

H

Harvard University—See also Joint Center for Urban Studies, Harvard University and Massachusetts Institute of Technology 1-029, 2-044, 3-033, 5-025, 5-070, 5-071, 5-114, 5-123, 5-141, 5-148, 5-151, 5-171, 5-174, 5-212, 5-238, 6-012
Health and Education Resources, Inc. 2-046, 2-047
Health, Education, and Welfare, U.S. Department of 2-089
Houston, University of 5-265, 5-303
Howard University 1-052, 5-274

I

Illinois, The University of, at Champaign-Urbana 4-001, 5-040, 5-053, 5-099, 5-137, 5-162, 5-165, 5-245, 5-257, 5-260, 5-283, 5-298, 5-302, 5-316
Illinois, The University of, at Chicago Circle 3-071, 3-108, 5-314, 6-011
Impact, Inc. 2-058, 2-073
Indiana University Foundation 5-039, 5-130
Infosystems Technology, Inc. 2-062
Institute for Women's Concerns 2-045
Institute of Business and Economic Research 2-063
Institute of Public Administration 1-046
International Association of Machinists and Aerospace Workers 2-039
Iowa State University 5-256, 5-269, 5-270, 5-277
Iowa State University of Science and Technology 5-092

J

Jewish Employment and Vocational Services, Inc. 2-085, 2-086
Johns Hopkins University, The 2-092, 5-142, 5-159, 5-160, 5-237, 5-266, 5-271
Joint Center for Urban Studies, Harvard University and Massachusetts Institute of Technology 4-015
Joint Committee for Cannery Industry Training Program, Inc. 2-055
Juarez and Associates 3-076

K

Kansas Department of Human Resources 1-041
Kansas, University of 3-058, 5-012
Kappa Systems, Inc. 2-090
Kearney Management Consultants 6-065
Kent State University 3-092
Kentucky State University 5-007
Ketron, Inc. 2-065
Kirschner Associates, Inc. 2-033, 3-036
Kramer Associates, Inc. 6-052

L

Labor, U.S. Department of—See also Bureau of Labor Statistics; Employment Service, U.S.; Employment Standards Administration; Women's Bureau 6-073
Latin American Community Center 3-061
Lawrence Berkeley Laboratory 1-017
League of United Latin American Citizens 3-060
Linton and Company, Inc. 3-094
Louisiana State University, Baton Rouge 5-068

M

Macro Systems, Inc. 1-014, 1-031
Management Consultants Unlimited, Inc. 4-013
Manpower and Education Research Associates 1-023, 2-043
Manpower Demonstration Research Corporation 2-028, 2-082
Manpower Research Projects, Inc. 2-001
Maryland, University of 5-107, 5-110
Massachusetts Advocacy Center 2-094
Massachusetts Institute of Technology—See also Joint Center for Urban Studies, Harvard University and Massachusetts Institute of Technology 1-003, 3-120, 5-073, 5-119, 5-126, 5-134, 5-170, 5-186, 5-219, 5-239, 6-024
Massachusetts Quality of Working Life Center 3-104
Massachusetts, University of 2-098, 5-196
Massachusetts, University of, Boston 5-290
Mathematica Policy Research, Inc. 2-032, 2-061, 2-103, 6-053
Mathematica, Inc. 2-028, 2-099, 6-067
McKnight Associates 2-093
MDC, Inc. 1-006
Mexican American Research Center 3-049, 3-052
Michigan State University 5-022, 5-032, 5-262, 5-300, 5-301
Michigan, The University of 3-105, 3-110, 3-112, 5-008, 5-033, 5-038, 5-043, 5-052, 5-076, 5-078, 5-145, 5-172, 5-177, 5-192, 5-194, 5-197, 5-225, 5-231, 5-232, 5-248, 5-254, 5-263, 5-276, 5-279, 5-307, 6-068
Migrants in Action 3-050
Miller & Byrne, Inc. 3-093
Miner Agricultural Research Institute, The William H. 3-103
Minnesota, University of 5-096, 5-115, 5-169
Mississippi, The University of 3-040

Missouri, University of, Columbia 1-045, 3-090, 5-104
Morgan Management System, Inc. 1-050

N

National Academy of Sciences 1-001, 1-010
National Bureau of Economic Research 3-026, 6-033, 6-043
National Child Labor Committee, The 2-026
National Commission for Employment Policy 3-002, 3-085, 3-122, 4-004
National Consortium for Black Professional Development 1-013
National Council for Alternative Work Patterns, Inc. 3-118
National Council on Employment Policy 4-011
National Foundation for the Improvement of Education 2-002
National Health Council, Inc. 2-011
National Manpower Institute 1-059
National Opinion Research Center 3-016, 3-066
National Planning Association 6-025
National Rural Center, The 2-038
National Union of Hospital and Health Care Employees—District 1199—Research Department 5-261
National Urban League, Inc. 3-111
Native American Consultants, Inc. 3-032
New Jersey Department of Labor and Industry 1-043
New Trans Century Foundation 4-013, 6-075
New York Graduate School and University Center, The City University of 5-103
New York University 5-037, 5-118, 5-164, 5-202, 6-007
New York, The City University of 5-084, 5-095
New York, The City University of, Brooklyn College 3-003
New York, The City University of, Medgar Evers College 5-002
New York, The Research Foundation of the City University of 2-048, 5-281
New York, The Research Foundation of the State University of, Buffalo 5-295
New York, The State University of 5-044
New York, The State University of, at Buffalo 5-035
North Carolina Agricultural and Technical State University 5-280
North Carolina Manpower Development Corporation 1-005
North Carolina State University 3-097, 3-091
North Carolina, University of 3-011, 5-105, 5-168, 5-193, 6-026, 6-027
Northeastern University 1-003, 2-014, 2-036, 2-050, 5-001
Northwestern University 2-020, 3-074, 3-081, 5-056, 5-060, 5-181, 5-190, 5-200, 5-285, 5-313
Notre Dame, The University of 5-085, 5-135, 6-032

O

Oak Ridge Associated Universities 4-003
Oakland Citizens' Committee for Urban Renewal 4-016
Ohio State University Research Foundation, The 3-007, 5-252
Ohio State University, The 1-008, 5-255, 6-006, 6-037, 6-042
Ohio Wesleyan University 2-037
Olympus Research Corporation 1-011
Ontario, The University of Western 3-024
Operations Research, Inc. 3-080
Oregon State University 2-030, 3-083
Oregon, University of 5-198

P

P/RA Research, Inc. 2-056
Pan American University 3-029, 3-051, 3-054
Pasadena Urban Coalition 3-064
Pennsylvania State University 3-084, 5-026, 5-077, 6-019
Pennsylvania, University of 3-001, 3-004, 3-021, 5-108, 5-149, 5-268, 5-275
Pennsylvania, University of, The Wharton School 1-002
Personnel Management Association of Aztlan 3-057
Pittsburgh, University of 1-038, 6-005
Planning and Human Systems 2-012
Portland State University 5-161, 5-310
Princeton University 3-027, 5-143, 5-189
Private Concerns, Inc. 3-044
Public Research Institute of the Center for Naval Analyses, The ... 2-029, 6-002, 6-004, 6-018, 6-020, 6-049, 6-058, 6-060, 6-061
Public Research, Inc. 4-022
Puerto Rican Legal Defense and Education Fund, Inc. 3-028
Puerto Rico, University of, Social Research Center 3-077
Purdue University 3-041, 5-089, 5-282

R

Radcliffe College 5-292
Rand Corporation, The 3-025
Recruitment and Training Program, Inc. 2-051, 2-052, 2-053
Rehab Group, Inc. 3-117
Richardson, Bellows, Henry & Co., Inc. 2-084
Riverside, County of 3-059
Rochester, University of 5-024, 5-132, 6-060, 6-069
Rural Manpower Laboratory 3-073
Rutgers, The State University 4-005, 5-003, 5-156, 5-206
Ruttenberg, Friedman, Kilgallon, Gutchess and Associates 6-054

S

Saint Louis University 5-244
Saint Louis University, Center for Urban Programs 2-008
Seattle University 5-016
Smith College 3-014
Social Science Research Council 3-023
Social Service Delivery Systems 2-007
Southern University 3-040
Southern University and A&M College 5-009
Southwest Educational Development Laboratory 3-070, 5-306
Stanford Research Institute 1-042, 6-071
Stanford University 3-106, 5-036, 5-086, 5-183, 5-216, 5-299
State Communities Aid Association 2-021
Sterling Hobe Corporation 6-038
Strategic Services Corporation 6-046
Synectics Corporation 2-096
Syracuse University 5-019, 5-020, 5-152
Systems in Education and Training, Inc. 2-081

T

TASC 6-016
Temple University 1-018, 3-017, 3-087, 3-124

Texas A & I University 3-055
Texas State University, North 5-278
Texas Technological University 5-315
Texas, Office of the Governor, Criminal Justice Division 2-106
Texas, The University of, Austin 2-004, 2-035, 2-088, 3-035, 3-040, 3-109, 4-018, 5-010, 5-153, 5-199
Texas, The University of, San Antonio 3-046, 3-068, 3-072, 3-088, 5-011
Toledo, The University of 3-067

U

U.S.—Agencies and Departments beginning with 'U.S.' are listed elsewhere by individual title ....
Ultrasystems, Inc 2-003
United States Travel Service 4-025
Universal Systems Development, Inc. 1-020
University Consultants, Inc 2-017
University Research Corporation 3-082
Urban and Rural Systems Associates (URSA) 3-091
Urban Institute, The 1-019, 1-035, 1-036, 1-048, 2-018, 2-067, 2-069, 2-070, 3-037
Urban Systems Research and Engineering, Inc. 1-044, 1-054, 2-025
Utah State University 4-012, 5-013

V

Vanderbilt Institute for Public Policy Studies 5-286
Vanderbilt University 5-154
Vera Institute of Justice 2-027, 2-087
Virginia Commonwealth University 5-004
Virginia Polytechnic Institute and State University 5-094, 5-101
Virginia, University of 3-018, 3-031, 5-042, 5-090

W

Washington State University 5-249
Washington University 4-021, 5-048, 5-167, 5-185, 5-224
Washington, University of 5-088, 5-131, 5-146
Wayne State University 3-039, 5-140, 5-297
Welfare Research, Inc. 2-022
Wellesley College 3-119
West Virginia University 4-025
Westat, Inc. 1-033, 2-023, 2-059, 2-091
Western Illinois University 5-293
Williams College 3-012
Wisconsin Dept. of Industry, Labor, and Human Resources 3-079
Wisconsin, State of, Department of Administration 3-107
Wisconsin, State of, Division of Human Resources Services 3-101, 3-102
Wisconsin, The University of 1-055, 2-077, 3-089, 4-014, 5-021, 5-023, 5-027, 5-041, 5-047, 5-049, 5-054, 5-062, 5-065, 5-067, 5-087, 5-093, 5-100, 5-112, 5-124, 5-136, 5-138, 5-166, 5-205, 5-207, 5-211, 5-218, 5-221, 5-223, 5-226, 5-229, 5-240, 5-241, 5-253, 5-309, 6-029, 6-030
Wisconsin, The University of, Milwaukee 2-060, 5-133
Worcester Polytechnic Institute 2-066
Work in America Institute, Inc 3-100
Wyoming, University of 6-048

Y

Yale University 3-113, 5-017, 5-030, 5-051, 5-063, 5-129, 5-182, 5-184, 5-222, 5-230, 5-234, 5-242

C.—INDEX OF INDIVIDUALS ASSOCIATED WITH CONTRACTS OR GRANTS

(For reference numbers, first digit is chapter number and subsequent digits refer to numerical order within each chapter; when a letter appears, it refers to a subproject and follows the project having the same number.)

A

Abowd, John M. 3-028
Abrams, Michael 2-086
Abt, Clark C. 2-078
Adams, James D. 5-296
Adams, John F. 3-040
Ajeman, Shari 2-078
Akerlof, George A. 5-250, 5-284
Alexander, William 2-100
Alexis, Marcus 2-020, 3-074
Allen, Robert E. 5-035
Allen, Steven G. 5-238
Aller, Curtis C. 2-049, 2-055, 4-007
Allison, Elisabeth K. 2-044
Alper, Nancy 2-100
Altrogge, Phyllis D. 5-104
Amato, Carol 5-004
Anderson, Bernard E. 1-002
Anderson, James 6-059
Anderson, Robert 2-056
Andrisani, Paul J. 3-007A, 3-007C, 3-124
Angle, John 5-276
Antos, Joseph R. 3-099
Appelbaum, Eileen 3-017, 3-124
Appelt, Judy Parker 5-199
Archer, Janet 2-092
Aron, Cindy S. 5-107
Ashenfelter, Orley 3-086
Atterbeary, Knowlton R. 1-031
Autry, George B. 1-005, 1-006
Axilbund, Melvin T. 2-105
Azrin, Nathan H. 2-072

B

Backer, Thomas 2-083
Bailis, Lawrence 1-044, 1-054, 2-025
Bain, Trevor 5-005
Baker, Joe G. 4-003
Baker, Kathryn 2-038
Baker, Leonard S. 2-054
Baldwin, Robert E. 6-029, 6-030, 6-073
Ball, Joseph 2-028
Balodis, Inese 3-082
Bamba, Hiroya 5-196
Baranson, Jack 6-035, 6-036, 6-064
Barkin, Solomon 6-040
Barmack, Judith A. 5-310
Barnett, Paul G. 3-063
Barocci, Thomas A. 1-003
Barrett, Nancy 3-037
Barron, John M. 5-057, 5-282
Bartel, Ann P. 5-291
Bartlett, Susan 2-010
Barton, Paul E. 1-059
Barton, Sam B. 5-278
Bassett, Glenn Arthur 5-222
Becker, Brian E. 3-007C, 3-007F, 5-295
Beebout, Harry 6-053
Beehr, Terry A. 3-105
Behn, William H. 5-036
Bell, Lynn 2-102, 3-036
Bell, Ulysses 2-038
Beller, Andrea H. 5-292
Benham, Harry C. 5-158
Benus, Jacob M. 1-042
Berg, Ivar 3-006E
Berger-Gross, Victoria 5-202
Berger, Chris J. 5-136
Berger, Michael 5-272
Berk, Richard 2-097, 5-313
Berkove, Gail 5-197
Bernstein, Samuel C. 1-016
Berry, Jane 2-071
Berry, K. L. 3-047
Bertolucci, Katherine 3-063
Best, Fred 3-122
Better, Maurice B. 5-280
Bianchi, Suzanne M. 5-194
Bibb, Robert C. 5-053
Bielby, William T. 3-023
Bienstock, Penny 3-100
Bills, David 3-023
Bishop, John H. 4-014
Black, Matthew 5-145
Blank, Rolf 3-036
Blau, Francine D. 3-007D, 5-260, 5-302
Blau, Ruth 3-093
Blew, Carol 3-038
Block, Richard N. 5-128
Bloom, Susan E. Philipson 1-034
Blumberg, Paul 5-281
Boal, Kimberly B. 5-226
Bodisch, Gerald R. 5-042
Bond, Eric W. 6-069
Bonnallie, Dorothy 2-058
Boothby, Daniel W. 5-179
Borjas, George J. 3-013, 5-312
Borus, Michael E. 3-007B
Bradford, Charles E. 2-039
Braswell, Mary Lynn 5-147
Braun, Steven Neil 5-108
Braunstein, Andrew W. 5-156
Brecher, Charles 3-006E
Brechling, Frank 6-002, 6-049
Breinich, Susan C. 3-007, 3-007C
Brewster, Alan 2-099
Brewster, J. Alan 2-061, 2-099
Brier, Stephen 5-109
Briggs, Norma 3-079
Briggs, Vernon M., Jr. 3-040, 4-011, 4-017
Brito, Patricia K. 3-007B
Bromley, James 4-011
Brower, Michael 3-104
Brown, Randall 2-028

Brown, Robert Charles 5-068
Browne, James H. 5-099
Bruno, Lee 1-007, 4-011
Buchele, Robert K. 3-014, 5-148
Budde, Norbert W. 5-048
Burrell, Daniel, Jr. 5-207
Burrows, James 6-023, 6-047
Burton, Valeria 2-086
Butler, Richard J. 5-121

C

Cabelly, Alan M. 5-088
Callahan, Susan Sterns 1-040
Calvani, Terry 5-286
Cameron, Kim S. 5-234
Cammann, Cortlandt 3-105, 5-307
Canto, Victor 6-046
Cantril, Albert H. 4-022
Cantril, Susan D. 4-022
Cardenas, Gilbert 3-029, 3-051, 5-165
Carliner, Geoffrey 3-024
Carney, Richard 6-008, 6-072
Carr, Timothy J. 3-007B, 3-007F
Casey, Florence 2-101
Cash, Charlotte 2-026
Cassing, James H. 6-005
Caston, Richard J. 5-139
Cates, Jim 2-004
Cave, George E. 5-055
Chabotar, Kent 3-038
Chadwin, David L. 2-069
Chadwin, Mark L. 1-036, 2-069
Cherlin, Andrew James 5-247, 5-271
Chilcott, John 1-024
Chiswick, Barry R. 3-108, 4-001, 6-011
Christensen, Laurits R. 6-014
Cirilli, Mary 3-101, 3-102
Clark, Kim B. 5-141
Clark, Robert 4-011
Clark, Tom 2-022
Cobb, Sidney 5-248
Cogan, John 3-025
Cogley, James 1-053
Cohen, Marcia 1-040
Cohen, Michael P. 3-062
Cohen, Robert 1-022, 3-006E
Cohn, Richard M. 5-043
Coleman, Lee M. 2-081
Colmen, Joseph 4-011
Conlon, Edward J. 5-267
Conradus, Carolyn 4-011
Cooper, Gershon 2-089
Cooper, Patricia A. 5-110
Copperman, Lois F. 5-161
Corcoran, Mary 2-010
Corliss, Paul K. 2-048
Cornelius, Edwin, III 5-252, 5-255
Cornman, John 2-038
Corpuz, Ray E., Jr. 4-011
Corson, Walter 2-099, 6-067
Courtright, Ben 1-041
Coutant, Shelia 2-071
Couturier, Jean J. 3-081
Cox, Donald 5-064
Cox, Gary 5-007
Crimmins-Gardner, Eileen 5-314
Crimmins, Eileen 3-021
Crouse, James 2-010
Cuddy, Caroll 2-092
Cunningham, James S. 5-074

D

Dacus, Phyllis S. 1-056
Danziger, Sheldon H. 5-134
Datcher, Linda P. 5-073
Davidson, Naomi Berger 5-083
Davin, Edward 2-033
Davis, Joseph M. 3-007B
Davis, Kamer 3-082
Davis, Oedies 3-080
Davis, Otto A. 3-096
Davis, Walter 2-038
Daymont, Thomas N. 5-067
DeCastro, Travis 2-081
DeFillippi, Robert 2-092
DeFreitas, Gregory 5-066
Delehanty, George E. 5-285
Dement, Edward 1-005
Denney, William M. 5-076
Denzau, Arthur 3-005
Desmond, Peter 3-038
Dewald, William G. 6-017, 6-037
Dhrymes, Phoebus 6-010
DiFazio, William 5-084
DiPrete, Thomas A. 5-069
Director, Steven 5-003
DiTomaso, Nancy 3-074
Doeringer, Peter B. 1-029
Doescher, Tabitha Ann 5-105
Dohm, Saundra Carmen 3-047
Donsimoni, Marie-Paule Joseph 5-025
Dorsey, Stuart 5-293
Drennan, Matthew P. 1-021
Duggan, James E. 5-026
Duncan, David 2-091
Dunham, Randall B. 5-253, 5-309
Dunning, Bruce B. 2-064
Dunton, Nancy E. 5-166
Dutka, Anna B. 1-028, 3-006E
Dutta, Manoranjan 4-005

E

Eaglesfield, David 2-010
Eccles, Mary Eisner 5-114
Eckstein, Albert J. 4-019, 6-022
Eddy, Brenda B. 3-114
Egan, John 6-009
Egge, Karl A. 3-007A
Eichner, Alfred 3-006E
Eisner, Laurel 2-021
Elbaum, Bernard 5-151
Elicano, R. V. 3-067
Ellard, Charles J. 3-054
Emerson, Robert 4-023
Ericksen, Julia A. 5-149
Ericson, Dean 3-038
Ericson, Robert W. 1-040
Erwin, Frank W. 2-084
Estenson, David L. 5-115
Evans, James 1-037
Ewer, Phyllis A. 5-314

F

Faerstein, Paul H. 3-100
Fairchild, Charles K. 1-014
Farel, Anita 5-168
Faunce, William A. 5-301
Fay, Martha 2-028
Fazio, Ernest J., Jr. 3-091
Fechter, Alan 2-018
Feldman, Paul 6-004
Ferman, Louis A. 5-008
Ferree, Myra Marx 3-015

Fiks, Alfred 2-085
Filer, Randall K. 5-189
Fink, Leon R. 5-132
Finkelstein, Carol A. 5-243
Fish, Mary 4-009
Fisher, Franklin G., Jr. 2-003
Flannagan, Robert J. 6-041
Fleisher, Belton M. 3-007A, 6-006
Floge, Liliane P. 5-150
Flores, Ernest Y. 3-048
Fogel, Walter 4-011
Fox, Andrew 2-007
Frank, Jeanine 5-079
Frank, Robert H. 5-287, 6-015
Fraser, Bryna Shore 1-059
Freeberg, Norman E. 2-009
Freedman, Marcia K. 3-006E
Freeman, Michael 3-006E
Freeman, Richard B. 3-033
Freeman, Richard T. 6-075
Frees, J. W. 2-078
Freiman, Marc P. 5-047
Friedman, Lucy N. 2-027
Friedman, Nathalie 3-115
Friedmann, John 2-099
Furino, Antonio 5-011

G

Galenson, Walter 6-001
Gannon, Joseph 5-111
Garcia-Rivera, Mary M. 5-208
Garcia, Gladys 3-082
Gardner, John A. 5-192
Garfinkel, Irwin 2-077
Garibay, Lorenzo 3-049, 3-052
Garvey, Nancy A. 5-204
Gaskin, Katharine A. 5-172
Gatewood, Lucian B. 5-041
Gay, Robert S. 3-003, 3-003B, 3-003C
Genevie, Louis E. 5-095
Georgette, Frances 2-012
Getz, Malcolm 5-286
Geweke, John F. 5-096
Gillespie, Marie 4-025
Gilkey, Otis W. 5-089
Gilpatrick, Eleanor G. 2-048
Ginnold, Richard E. 5-221
Ginzberg, Eli 1-021, 3-006, 3-006E, 3-042, 4-008
Gitter, Robert J. 2-037, 5-049
Gleason, Sandra Elaine 5-032
Glover, Robert W. 2-035, 2-051, 3-035, 3-109, 5-010
Godwin, Lamond 2-038
Goldberg, James 2-078
Goldberg, Judith F. 2-013, 3-038
Goldenberg, I. Ira 2-094
Goldman, Barbara S. 5-072
Goldstein, Gerald S. 3-081
Goldstein, Harold M. 2-050
Goldstein, Harvey 1-022
Goodison, Jules M. 2-006
Goodwin, Leonard 2-066
Gordon, Nancy M. 5-305
Gordon, R. A. 3-002
Gottschalk, Peter 3-019
Gould, Sammy B. 3-072, 3-088
Grams, Robert 2-073
Grasso, John T. 2-016, 3-007C
Gray, Lois S. 3-069
Gray, Peter H. 6-039
Greco, John M. 1-014
Greenberg, Brian 5-261
Greene, Karen 3-003C
Greenfield, Paula S. 2-051
Greenfield, Stuart 3-070
Greenhouse, Carol 2-064
Greer, Joseph F., Jr. 5-244
Gregory, Paul R. 5-265
Greiner, John M. 1-035, 1-048
Griffin, Larry J. 5-159
Griffith, Maxine 4-016
Grinker, William J. 2-028, 2-082
Grisby, Janet P. 5-030
Grossman, Gene M. 6-024
Gullion, Christina 2-048
Gunn, Christopher E. 5-046
Gupta, Nina 3-105, 5-306
Gustafson, Thomas Alton 5-063
Gutmanis, Ivars 6-038
Gwartney-Gibbs, Patty 1-042

H

Haaga, Claire 2-087
Hadar, Ilana 5-178
Hall, Arden 1-042
Hall, Douglas T. 5-262
Hamermesh, Daniel S. 4-011
Hammett, Anne 6-047
Hanes, A. Patrick 3-032
Hankin, Stan 2-092
Hanlon, Martin D. 5-209
Hansen, Gary B. 4-012, 4-013
Hanser, Lawrence Morley 5-092
Harbison, Frederick H. 4-011
Hardin, Einar 5-300
Hargrove, Erwin C. 1-036
Harlan, Sharon L. 5-236
Harris, Reuben H. 3-106
Harrison, Bennett 4-015
Harrison, Cynthia E. 5-102
Harrison, Daniel 2-106
Hausman, Leonard J. 2-080
Havens, Elizabeth M. 5-315
Hawkins, Robert G. 6-007
Hawley, Clifford B. 3-023
Haynie, Susan Paulvir 3-034
Heath, Pamela J. 5-027
Heaton, Christine R. 5-203
Heckman, Bradford 1-017
Heer, David M. 3-034
Heien, Dale M. 4-019, 6-003, 6-022, 6-066
Henry, James S. 5-070
Henry, William H., Jr. 5-206
Herring, James W. 2-084
Herrnstadt, Irwin L. 1-003, 2-014
Hersey, Benjamin S. 2-094
Herzog, John 2-023, 2-091
Heshizer, Brian P. 5-087
Hiestand, Dale 3-006E
Hill, Robert 3-111
Hills, Stephen Moore 3-007C, 3-007F
Hinton, Roy W. 5-181
Hirsch, Barry T. 5-090
Hodson, Randy D. 5-211
Holden, Robert 1-020
Holen, Arlene 6-018, 6-060
Holmer, Martin R. 5-186
Holmes, Michaelyn 3-038
Holsinger, Donald B. 3-048
Holt, Charles C. 2-067
Holt, James S. 3-030
Hom, Peter W. 5-040
Hoover, Dale M. 2-097
Hopp, Michael A. 5-169
Hopps, June G. 5-220
Horner, David 2-099
Horowitz, Morris A. 1-003, 2-014, 2-036, 2-050, 5-001
Horowitz, Robert 2-105

Horst, Thomas 6-028
Horton, Raymond 3-006E
Hotz, V. Joseph 5-228
Houston, Laura P. 5-214
Houston, Norman 1-050
Houstoun, Marion F. 3-094
Hubbard, Robert L. 5-279
Huffman, Wallace E. 5-256
Hunt, Dara 2-073
Huston, Jane 2-078
Hutchens, Robert M. 5-259
Hutchinson, Edward 3-062

I

Infante, Ettore F 6-057

J

Jackson, Gregory 2-010
Jacobson, Louis 6-018, 6-020
Jarrett, J. Peter 6-044
Jencks, Christopher A. 2-010
Jenkins, G. Douglas, Jr 3-105, 5-306
Jeszeck, Charles 5-113
Johansson, Margit A. 5-059
Johnson, Harriette 1-051
Johnson, Kenneth 2-038
Johnson, Mark 3-038
Johnson, Miriam 1-011, 1-019, 4-011
Johnson, Norman J. 3-096
Johnson, Rex C. 3-007B
Johnson, William Clint 3-018
Jondrow, James W. 6-004, 6-058, 6-061
Jones, Diane Lindner 3-101, 3-102
Jones, Ethel B. 3-098
Jones, Ronald E. 2-092
Jordan, Killian 2 026
Jorrin, Valerie 1-027
Joseph, Myron L. 3-095
Juarez, Nicandro F. 3-076
Jucius, Catherine V. 5-240
Jud, G. Donald 3-011
Jusenius, Carol L. 3-007B, 3-007D

K

Kahn, Lawrence M. 5-260, 5-302
Kahn, Marvin H. 5-224
Kahn, Peter 6-063
Kain, John W. 2-034
Kajdan, Barbara 2-100
Kalachek, Edward D. 4-021
Kane, Roslyn D. 2-045
Kapsis, Robert E. 5-281
Karasek, Robert A., Jr. 5-126
Karlin, Jack I. 2-054
Karnig, Albert 3-078
Kasl, Stanislav V. 5-248
Katz, Arnold J. 1-038, 2-089
Katz, Harry C. 5-122
Katz, Jonathan 5-045
Katzell, Raymond A. 3-100
Kaufman, Bruce E. 5-241
Kaufman, Jacob 6-019
Kay, Ira Terry 5-140
Keller, Paul 6-016
Kellman, Mitchell 6-051
Kelly, Patricia F. 3-091
Kelsey, Marta 3-082
Kennedy, Joanna B. 2-095
Kerckhoff, Alan C. 5-264, 5-304
Kershaw, David 2-103
Kessel, Herbert 5-127
Kiefer, Nicholas 3-016
Killefer, Nancy 6-047
Killingsworth, Mark R. 3-028
Kim, Sookon 3-007D
King, Randall Howard 3-007A, 3-007C
Kingson, Eric R. 5-018
Kingston, Paul W. 5-120
Kissam, Edward 3-073
Klausner, Samuel Z. 2-075
Kleiler, Frank 4-011
Kleiner, Morris M. 3-003C
Knapp, Charles 3-109
Knight, Richard 3-006E
Koenig, Peter J. 3-007B, 3-007F
Kohen, Andrew I. 3-007, 3-007A, 3-007B, 3-007C
Kokkelenberg, Edward C. 5-056
Kolstad, Andrew 5-216
Konda, Suresh L. 3-096
Koppel, Russ 3-124
Kotlikoff, Lawrence 6-062, 6-070
Kraft, Richard H. P. 3-056
Kramer, Leo 6-052
Krauss, Melvyn 6-055, 6-056
Kreps, Juanita 4-011
Krider, Charles E. 3-058
Kruze, William J. 1-047
Kuhn, Ingeborg M. 5-086
Kuhn, James 3-006E
Kujawa, Duane 6-050
Kulman, Harold 2-086
Kushin, Frank 5-215
Kutscher, Ronald E. 4-010
Kwiecinski, Christopher 5-130

L

Lad, Lawrence 3-038
Laffer, Arthur B. 6-046
Landry, Lawrence 1-009, 2-041
Larner, Robert 6-047
Larson, Donald A. 5-185
Lauritsen, Marge 3-064
Lav, Iris J. 6-054
Lavine, Eileen M. 2-046, 2-047
Lawler, Edward E., III 3-110
Lazerow, Fran 2-100
Leach, Valerie 2-099
Leamer, Edward E. 6-062, 6-070
LeBel, Allen 3-002A
Lecht, Leonard A. 1-004
Lefkowitz, Bernard 2-028
Leiberg, Leon 2-100
Leigh, Duane E. 5-249
Lenihan, Kenneth J. 2-101
Lentz, Christine 5-190
Leonardson, Gene S. 3-083
Leone, Richard D. 1-018
Lerman, Philip E. 2-060
Lesh, Seymour 2-026
Levitan, Sar A. 4-011
Levy, Frank S. 2-068, 2-070
Lewin, David 3-006E
Lewis, Kathy 3-042
Li, Angelina H. 5-157
Liggett, Malcolm 3-109
Lindahl, Ronald A. 3-056
Link, Charles R. 5-308
Lipsey, Robert E. 6-033, 6-043
Lobes, Carol 3-107
Loftus, Joseph A. 3-100
Loneragan, Janet M. 5-119
Long, Andrea L. 5-232
Long, James E. 3-098

Luckett, James P. 5-097
Luger, Michael I. 5-034
Lunde, Kenneth E. 6-071

M

Macisco, John J., Jr. 3-077
Maclachlan, Gretchen E. 3-006E, 5-006
MaCurdy, Thomas E. 5-116
Madans, Jennifer H. 5-177
Madden, Janice Fanning 5-268
Madfis, Helen 3-116
Madian, Alan L. 1-046
Madoo, Reynold B. 1-052
Mahary, George S. 3-081
Maklan, David M. 2-059, 5-033
Malhotra, Suresh 5-146
Malina, Robert 4-018
Mallar, Charles D. 2-032, 2-105
Mandell, Wallace 2-092
Mangum, Garth L. 4-011
Manhart, Philip J. 5-164
Marchon, Maurice N. 6-037
Marcus, Alan Jay 5-075
Marks, L. Denton, Jr. 5-143
Marks, Mitchell 5-307
Marotzke, Emil 2-040
Marquis, Kent H. 5-279
Marsh, Lawrence 6-032
Marshall, F. Ray 3-109, 4-011
Marston, Stephen T. 6-045
Martin, Virginia H. 3-114
Martinez, Pablo 2-106
Mather, Loys L. 1-015
Matland, Marc A. 1-004
Matta, Benjamin N., Jr. 5-153
Mattila, J. Peter 5-277
May, W. Theodore 2-007
Mayall, Donald 2-049, 2-055
Maynard, Rebecca 2-028
McAllister, Richard F. 3-107
McCabe, Douglas M. 5-195
McCabe, Ester 2-071
McCarthy, Maureen 3-118
McClelland, Kent 2-010
McClure, Jesse F. 5-015
McCulloch, Rachel 6-028
McCullough, Margaret R. 3-105
McCullough, Robert F. 6-045
McDonald, Maurice E. 3-040
McElroy, Jerry 2-087
McGraw, James 4-011
McGregor, Eugene B. 3-081
McKnight, Jane 2-093
McLean, Dorothy 3-080
McMillan, Sam 2-002
McMullen, Neil 6-025
Mead, Lawrence M. 1-036
Mednick, Martha T. 5-274
Meivers, Susan 3-101
Mellow, Wesley S. 3-099, 5-282
Mendelsohn, Robert A. 5-297
Metcalf, Charles 2-099
Meyer, Jack A. 3-007C
Meyer, Peter B. 6-074
Mier, Robert 3-071
Miljus, Robert C. 3-007A, 3-007C, 3-124
Miller, Ann R. 3-001, 3-004
Miller, David A. 1-025
Mincer, Jacob 3-026
Mintz, Judith 5-184
Miranda, Manuel 3-050
Mirande, Alfredo M. 3-059
Mirel, Lawrence H. 2-015
Mirengoff, William 1-001
Mitchell, Daniel 4-011
Mitchell, John 1-019, 1-036, 2-049, 2-055, 2-069
Mitchell, Olivia S. 5-289
Mooney, Marta Whitmer 5-117
Moore, Audrey 2-046, 2-047
Moore, Douglas 2-086
Moore, Joan 3-034, 3-045
Moore, Sylvia F. 3-007B
Moore, William J. 5-265
Morgan, Marilyn A. 5-200
Morlock, James 4-011
Morris, Milton 4-024
Morse, Dean W. 3-006E, 3-022
Mortensen, Dale J. 6-002
Morton, Thomas E. 5-305
Mosher, Lottie 2-064
Mosqueda, Joe, Jr. 5-085
Mott, Frank L. 3-007B, 3-007D
Munger, Sara J. 2-096
Mutti, John 6-048
Myers, Charles A. 1-003
Myers, Steven C. 3-007C

N

Nadler, David A. 3-105
Nedwek, Brian P. 2-008
Nelson, David M. 3-083
Nestel, Gilbert 3-007A, 3-007B, 3-007D
Neuman, George 6-019
Newfarmer, Richard 6-032
Newman, Jeffrey 2-026
Nicholson, Walter 2-099
Nieva, Veronica F. 3-110, 5-225
Nightingale, Demetra S. 2-069
Nilsen, Sigurd R. 5-031
Nolfi, George 2-017
Nollen, Stanley D. 3-114
Nordlund, Willis 4-011
North, David S. 3-002A, 3-093, 3-094, 4-013, 6-075
Northrup, Herbert R. 1-002
Nuttal, Ronald L. 3-116

O

O'Farrell, Brigid 3-119
O'Leary, James 3-080
O'Neill, David 2-029
Oaxaca, Ronald 3-005, 3-086
Ochs, Jack N. 6-005
Odogwu 6-046
Olian-Gottlieb, Judy 5-100
Olson, Craig Alan 5-229
Olson, Janice A. 5-163
Omarzai, Mahmood Ali Khan 5-039
Osherson, Samuel 5-290
Osterman, Paul 5-219
Ostow, Miriam 3-006E
Oudine, John Mark 5-227
Owen, John D. 3-039

P

Padilla, Arthur 5-193
Paley, Heath 5-098
Parcel, Toby L. 5-131
Paringer, Lynn 5-124
Parke, Robert 3-023
Parker, Saul 3-107
Parkinson, Jan 2-058
Parnes, Herbert S. 3-007, 3-007A, 3-007C, 3-007D

Parrow, Alan A. 5-155, 5-264, 5-304
Parsons, Donald O. 6-006, 6-042
Pearce, James E. 5-235
Pedraza-Bailey, Silvia 3-066
Pellechio, Anthony 5-212
Penley, Larry E. 3-088
Perkins, Dennis N. T. 3-110
Perkinson, Leon B. 3-097
Perloff, Jeffrey M. 5-239, 5-275
Perry, Henry B., III 5-237
Peterson, Edward A. 2-031
Phillip, Robert 2-072
Phillips, Mark 6-074
Pierce, Jon L. 5-093
Pines, Marion 4-011
Pinkerton, James R. 3-090
Piore, Michael 3-120, 4-011
Polakoff, Sheila 3-093
Pollock, William 2-040, 2-073
Porras, Jerry I. 3-106
Porter, Dennis 2-024
Postle, Walter 1-017
Powel, John H. 1-032
Powers, Mary G. 3-077
Prager, Audrey 3-038
Prendergast, Curtis 3-100
Pressley, Calvin 4-011
Priesman, Ira 1-033
Probst, Janice C. 2-090
Pugel, Thomas A. 6-012

Q

Quinn, Robert P. 3-105, 5-254

R

Radecki, Stephen 5-188
Rahm, C. Michael 1-032
Raines, Frederick 4-021
Rankin, Carol 5-265
Raphaelson, Arnold 6-034
Ratner, Jonathan Bentley 5-017
Ratner, Ronnie Steinberg 5-037
Raymond, Richard 3-092
Reder, Melvin W. 5-299
Redwood, Anthony 5-012
Reedy, John H. 6-013
Reesman, Cilla J. 2-091
Reimers, Cordelia W. 3-027
Rence, Cynthia 5-082
Reubens, Beatrice G. 2-042, 3-006E
Reynis, Lee A. 6-068
Reynolds, Jack 3-082
Rhodes, Susan R. 5-198
Richardson, Ann 2-005, 2-064
Richardson, David 6-014
Rindler, Lester 1-001
Ripley, Randall 1-008
Robb, Judith C. 5-009
Roberts, David C. 2-049, 2-055
Roberts, Karlene H. 3-123
Robinson, David 3-100
Robson, Thayne 4-011
Rochin, Refugio 3-053
Roderick, Roger D. 3-007B, 3-007C, 3-007D
Rodgers, Charles S. 1-049, 2-078, 5-028
Roe, Daphne A. 2-076
Roederer, Doug 4-006
Rogers, Theresa F. 3-115
Rohde, Rachel 2-073
Romeis, James C. 5-019
Rosen, Ellen 3-075
Rosenbaum, James 3-113
Rosenberg, Samuel 3-012, 5-061
Rosenfeld, Michael 1-039
Rosenman, Linda S. 5-167
Rosenthal, Robert 2-094
Ross, Sue Goetz 2-029
Ross, William 2-052, 2-053
Rossana, Robert J. 5-142
Rossi, Peter H. 2-098
Rossman, Joseph E., Jr. 3-055
Roth, Dennis M. 5-080
Rovelstad, James M. 4-025
Rovin, Barbara 3-038
Rowan, Richard L. 1-002
Rubenstein, Herbert 2-018
Rumberger, Russell W. 5-183
Rungeling, Brian 3-040
Rynes, Sara L. 5-138

S

Sabatacakis, Petros K. 5-050
Sablowsky, Ruth 3-117
Salkever, David S. 5-266
Sammartino, Frank 5-054
Sanchez, Adolpho 3-057
Sandell, Steven H. 3-007B, 3-007C, 3-007D, 3-007F
Sanders, Lois W. 2-104
Santos, Richard 3-052, 5-022
Sawhill, Isabel V. 3-085
Sawyer, James E. 5-016
Schick, Richard P. 3-081
Schmidt, Frederick 4-011
Schmidt, Ronald M. 3-007A
Schoen, Robert 5-316
Schore, Jennifer 2-028
Schramm, Carl J. 2-092
Schreiber, Carol T. 5-242
Schroeder, Larry D. 6-031
Schuster, Michael H. 5-152
Schwab, Donald P. 1-055
Schwartz, Arthur R. 5-078
Schwartz, Paul L. 2-007
Scott, Charles E. 5-154
Searle, Cheryl Maureen 5-230
Seashore, Stanley E. 3-105, 3-112
Seidenstat, Paul 3-061
Seigfried, John J. 5-286
Seligson, Mitchell A. 4-002
Seltzer, Marlene B. 1-003
Settle, Russell F. 5-308
Settle, Theodore J. 5-231
Shaffer, Thomas L. 1-026
Shalev, Michael 5-021
Shapiro, David 3-007A, 3-007B, 3-007D
Sharp, Laure M. 2-005, 2-057, 2-064
Shaw, Lois B. 3-007B, 3-007D, 3-007F
Shea, John R. 2-016, 3-007B, 3-007C, 3-007D
Sheingold, Steven H. 5-077
Sheppard, Harold L. 1-057, 2-018
Sherraden, Michael W. 5-038
Shields, Patricia M. 3-007, 3-007C
Shifflett, Crandall 3-068
Shimberg, Benjamin 4-006
Shortlidge, Richard L., Jr. 3-007B, 3-007D
Shulenburger, David E. 3-058
Siegfried, John J. 5-286
Silver, Marc L. 5-217
Sim, Andrew M. 2-014
Singer, Burton 3-009
Singer, Jack N. 5-144

Sjoquist, David Lawrence 6-031
Skinner, Jan 3-038
Smith, Barbara Ellen 5-173
Smith, Charles L. 2-106
Smith, Lewis H. 3-040
Smith, Marion 2-074
Smith, Nate 3-096
Smith, R. C. 1-006
Smith, Ralph 3-037
Snedeker, Bonnie B. 4-011
Snedeker, David 4-011
Snipp, C. Matthew 5-218
Solernou, Jose L. 3-065
Sorenson, Gary W. 2-030
Spenner, Kenneth I. 5-112
Spitz, Ruth S. 3-007A, 3-007C, 3-007D
Spitze, Glenna D. 5-245
Srole, Carole 5-106
Stafford, Hanford D. 1-013
Staines, Graham L. 3-105, 5-263
Staines, Verdon Stafford 5-065
Stanback, Thomas M. 3-006E, 4-008
Stapleton, David C. 5-023
Stein, Jerome 6-057
Stein, Sheldon 5-160
Steinberg, Danny 5-123
Stephan, Paula E. 6-011
Stephens, Jack L. 2-10[illegible]
Stephenson, Stanley P., Jr. 3-084
Steptoe, Roosevelt 3-040
Stern, Louis H. 5-303
Stevens, David W. 1-030, 1-045, 1-058, 2-078
Stevens, Guy V. 6-033
Stevenson, Mary Huff 5-052
Stewart, Walter L. 5-103
Stockburger, David W. 3-007B
Stohler, Gary D. 5-246
Stolzenberg, Ross M. 5-283
Strange, Walter G. 5-101
Stratton, Richard W. 5-081
Strayhorn, Louise 3-038
Streker, Irmtraud 5-129
Stromsdorfer, Ernst 2-078
Stumpf, Stephen A. 5-118
Sugarman, Marged S. 1-011, 4-011
Sullivan, Teresa A. 3-066
Sumner, Daniel A. 5-180
Swartz, B. Katherine 5-205
Swerdloff, Sol 1-023, 2-043

T

Taggart, Robert, III 4-011
Tannewald, Robert 5-171
Tash, William 2-012
Tauber, Karl E. 3-002
Tauchen, George E. 5-273
Taylor, Barbara 3-044
Taylor, Carol 3-005
Taylor, Patricia A. 3-031
Taylor, Paul C. 5-094
Telser, Lester G. 6-065
Temple, Michael 2-065
Testa, Charles J. 2-062
Thein, Tin Myaing 3-082
Thompson, David L. 2-058
Thornton, Craig V. D. 2-032, 2-105
Thornton, Richard F. 1-039
Tienda, Marta 3-089
Till, Thomas 2-038
Toews, Curtis 2-038
Tolbert, Charles M., III 5-176
Tomey, Allen E. 2-008
Torruellas, Luz M. 3-077
Touch, David 3-107
Tracy, William A. 1-043
Treble, John G. 5-060
Treiman, Donald J. 1-010
Trend, M. G. 2-078
Tromanhauser, Edward D. 5-251
Trosper, Ronald L. 5-258
Turner, Susan 4-011
Tygiel, Jules E. 5-058
Tyson, Richard 5-020

U

Ullman, Joseph C. 3-041
Unger, James L. 2-064

V

Valdez, Daniel 5-135
Vallarejo, Don 3-063
Van Adams, Arvil 3-007A
Van Arsdol, Maurice D., Jr. 3-034
Van Cleve, Roy R. 2-088
Van De Voort, David 5-252
Vanneman, Reeve 5-298
Vaughn, John C. 5-044
Vayda, Andrea 2-099
Vazquez, Jose L. 3-077
Vazquez, Willie 3-082
Vecchio, Robert P. 5-137
Vega, Flavio 3-060
Vermeulen, Bruce 5-187
Vetter, Louise 3-007B
Vickery, Clair B. 2-068, 3-010, 5-311
Viscusi, Kip W. 5-071
Vrooman, John 3-070

W

Wachter, Michael L. 3-002
Waite, Linda J. 5-257, 5-283
Waldman, Donald M. 5-062
Walfish, Beatrice 3-100
Walka, Joseph J. 5-014
Wallock, Leonard S. 5-210
Wallston, Barbara Strudler 5-288
Walther, Regis H. 2-001
Ward, David C. 5-182
Wardle, Larry 4-011
Warner, John T. 5-091
Watson, Jane 2-012
Watts, Harold 3-020
Waud, Roger 6-026, 6-027
Waugh, Pat 2-038
Weaver, Regan 3-063
Weidman, John C. 2-064
Weiner, Neil S. 1-032
Weisskoff, Richard 5-269, 5-270
Wells, James A. 5-213
Welsh, John E. 1-002
Wendel, George D. 2-008
Wendling, Wayne R. 5-133
Wesman, Elizabeth C. 5-191
Whitcup, Morris S. 2-089
White, Barbara 5-125
White, Halbert, Jr. 5-170
White, William D. 5-174
Whitehead, Claude W. 2-054
Whiting, Jack E., Jr. 5-201
Whitman, Marina von Neumann 6-005
Whyte, William F. 5-294
Wilde, Lonis L. 5-024
Wiley, Claude 3-103

Williams, Edward J. 4-002
Wilson, R. Mark 5-265
Winkler, Charles J. 3-096
Wiseman, Michael L. 2-019, 2-063, 2-068, 2-079
Witte, John F. 5-051
Wolfbein, Seymour L. 3-087
Wolfe, Karl M. 2-011
Wolitz, Louise Berman 3-046
Woodbury, Stephen A. 5-223
Worth, Wendy 5-175
Wright, Larry 5-272
Wright, Virginia B. 1-048
Wurzburg, Gregory 4-011

Y

Yohalem, Alice 3-006E

Z

Zalesny, Mary D. 5-162
Zambrana, Rafael 5-002
Zashin, Elliot M. 3-081
Zeller, Frederick A. 3-007B, 3-007C, 3-007D
Zellner, Harriet Sheila 5-029
Zeman, Harry 1-046
Zulli, David M. 5-233

D.—INDEX OF RESEARCH SUBJECTS

(1. Index headings printed in capitals (e.g. ABSENTEEISM) are those terms used as project and report descriptors in chapters 1-6. 2. The first digit of each reference number refers to the chapter number; the digits following the dash refer to the numerical order of the project within the chapter; and a letter following the number refers to a project subdivision. 3. Projects are indexed under geographic terms whenever their location is a meaningful factor—that is, when they were conducted in that locality or use data concerning the area. The terms do not refer to the location of the contractor or grantee.)

A

- ABSENTEEISM—See also JOB SATISFACTION
  - Effects of Economic Change and Overtime on Absenteeism and Health 5-079
  - Structure of Withdrawal 5-306
  - The Impact of Sick Leave Provisions on Medical Care Utilization 5-124
  - Voluntary Labor Mobility and Absenteeism 5-238
  - White-Collar Work 5-313
  - Worker Responses to Variable Work Schedules 3-123
- Addicts—See DRUG USERS
- ADJUSTMENT—See also DISADVANTAGED
  - Adjusting to Employment Termination 5-248
  - Adjustment Costs in the Theory of Labor Demand, Productivity, and Unemployment 5-017
  - An Analysis of Female Heads of Families 5-167
  - Blue-Collar 4-Day Workweek 5-033
  - Community Structure and the Experiences of Shift Workers 5-253
  - Effects of Job and Life Stress on Job-Related Strain 5-144
  - Emotional Reactions of Workers Who Lost Jobs in a Plant Closing 5-101
  - Midlife Career Change: Coping with Transitions in Employment 5-290
  - Nonpecuniary Characteristics and the Decision to Change Jobs 5-291
  - Role Adjustment Among Impaired Workers 5-019
  - Women and Apprenticeship: Women's Participation in Skilled Trades 2-045
- ADMINISTRATION OF LAWS—See also name of government agency or subject covered.
  - Cooperative Action to Improve Occupational Regulation 4-006
- Adolescents—See YOUTH
- Adult Education—See BASIC EDUCATION
- Adult/Remedial Training—See BASIC EDUCATION; VOCATIONAL TRAINING
- ADVANTAGED WORKERS
  - Training Information for Policy Guidance 3-006E
- AFDC—See AID TO FAMILIES WITH DEPENDENT CHILDREN
- AFFIRMATIVE ACTION PLANS—See also EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
  - Attitudes Toward Equal Pay and Affirmative Action for Women 5-030
  - Determinants of Hispanic Success in Higher Level Job Entry 3-046
  - Manpower Conflicts Arising from Mass Layoff 3-006D
  - Rural Employment Outreach Project 2-038
  - Selection and Career Advancement in an Internal Labor Market 3-113
  - The Effect of EEO Legislation on Unions 5-191
  - Training Information for Policy Guidance 3-006E
- AGE DIFFERENCES
  - Early Labor Force Withdrawal and Men Who Leave Before Age 62 5-018
  - Manpower Research and Formation of Policy 4-011
  - National Longitudinal Surveys of Labor Force Behavior 3-007
  - Training Information for Policy Guidance 3-006E
  - Work and Income in Urban Poverty Areas 3-090
- AGE DISCRIMINATION IN EMPLOYMENT ACT—See also AGING; MATURE WORKERS; OLDER WORKERS; DISCRIMINATION
  - Research Study of Older Workers: R&D Strategy 1-057
- AGING—See also OLDER WORKERS; RETIREMENT; AGE DISCRIMINATION IN EMPLOYMENT ACT
  - Labor Supply Function for Older Males 5-201
  - Research Study of Older Workers: R&D Strategy 1-057
  - Social Security and Labor Supply of Older Men 3-024
- AGRICULTURAL COMMUNITIES
  - Off-farm Labor Supply 5-180
- AGRICULTURAL ECONOMISTS—See also ECONOMISTS
  - Agricultural Economists' Computerized Job Matching 1-015
- AGRICULTURAL WORKERS—See also FARMWORKERS
  - Factors Determining Availability of Domestic Harvest Workers 3-030
- AGRICULTURE
  - Agricultural Technology Change and California Farmworkers 3-063
- AID TO FAMILIES WITH DEPENDENT CHILDREN—See also WORK INCENTIVE (WIN) PROGRAM
  - An Analysis of Unassigned Recipients in the WIN Program 2-056
  - Analysis of the AFDC-U Program 2-063
  - Feasibility of Special WIN Unit for Women Losing AFDC. 2-071
  - Impact of Child Support Enforcement Program 5-119
  - Income Dynamics of the Poor 2-068
  - Job-Finding Club as a Method for Obtaining Employment ... 2-072
  - Men in WIN 2-073
  - Minnesota Work Equity Program 2-074
  - Physical Rehabilitation and Employment of AFDC Recipients 2-076
  - Potential of Wage Subsidies 4-014
  - Poverty, Politics, and Relief 5-186
  - Research on the Minnesota Work Equity Program 2-078
  - Studies in Welfare Administration 2-079
  - Supported Employment Demonstration Project 2-028
  - The Intergenerational Transfer of Poverty 2-070
  - The Massachusetts Work Experience Project 2-080
  - WIN Quality Training Demonstration Project 2-057
- Air Force—See ARMED FORCES
- ALABAMA
  - Institutional Grants (1978): The University of Alabama 5-005
  - South Carolina's Industry Start-Up Training Program 2-088
- ALASKA
  - Institutional Grants (1978): Seattle University 5-016
  - Technological Change in Two Arctic Communities 5-227
- ALCOHOLICS
  - Retaining Problem Drinkers on the Job 2-092
  - Supported Employment in the Public Sector 2-027
- ALIENATION—See also WORK ATTITUDES; ATTITUDES
  - Comparison Between Sex-Typical and Atypical Jobs 5-254
  - Correlates of Work, Authority, and Organization in Construction 5-217
  - Measurement of Alienation Through Behavioral Rating Scales 5-169
  - Role Adjustment Among Impaired Workers 5-019
  - Structure of Withdrawal 5-306
  - Workers' Participation in an American Corporation 5-051

D.—INDEX OF RESEARCH SUBJECTS

- ALIENS—See also IMMIGRANTS; LABOR CERTIFICATION PROGRAM
  - Characteristics of Undocumented Residents in Los Angeles . 3-034
  - Citrus Labor Market Demonstration Project 3-035
  - Earnings and Employment of Immigrants to the United States 4-001
  - Feasibility Study: Survey of Employers of Undocumented Aliens 3-108
  - Foreign Policy Aspects of U.S. Immigration Policies 4-024
  - Immigrants in the Labor Force 3-094
  - Implications of Current Immigration Policies 3-002A
  - Manpower Research and Formation of Policy 4-011
  - Mexican Illegal Aliens in Urban Labor Markets 5-165
  - Nonimmigrant Workers in the United States 4-013
  - Push Factors in Mexican Migration to the United States 4-018
  - The Impact of the Border Industrialization on Immigration to the U.S. 4-002
  - Undocumented Labor and Conditions in N.y. City Garment Industry 3-120
- Allowances for Training—See TRAINING ALLOWANCES
- ALTERNATIVES TO INCARCERATION
  - Alternative Youth Employment Strategies Program 2-087
- Alumni—See COLLEGE GRADUATES
- American Indians—See INDIANS
- AMERICAN SAMOA
  - Institutional Grants (1978): California State University 5-015
- AOP—See APPRENTICESHIP OUTREACH PROGRAMS
- Applicant Services—See JOB PLACEMENT; ASSESSMENT OF APPLICANTS AND TRAINEES
- Applicants—See JOB APPLICANTS
- APPRENTICE OUTREACH PROGRAM
  - Evaluation of Apprenticeship Outreach Program 5-041
- APPRENTICESHIP—Projects dealing principally with this subject appear in Chapter 2D.) See also Apprenticeship Training
  - Analysis of Hispanic Participation in Apprenticeship 3-029
  - Apprenticeship Clearinghouse 2-033
  - Apprenticeship Training in Public Works 2-031
  - Barriers to Women in Nontradional Skilled Blue-Collar Jobs 3-079
  - College Credits for Apprentice Training 2-034
  - Development of a Benefit-Cost Methodology for Apprenticeship 2-032
  - Effects of Relative Wages on Apprenticeship Training 2-037
  - One-Stop Apprenticeship Opportunity Center 2-035
  - Study of the Pittsburgh Plan 3-096
  - Survey of Apprenticeship Programs in Federal Prisons 2-041
  - Technical Support for the DOL Task Force on Apprenticeship 2-042
  - Testing Feasibility of Developing Data on Nonregistered Apprentices 2-043
  - Women and Apprenticeship: Women's Participation in Skilled Trades 2-045
  - Woodsworking Training Program 2-030
  - Youth Labor Market 3-006C
- APPRENTICESHIP OUTREACH PROGRAMS
  - Analysis of Hispanic Participation in Apprenticeship 3-029
  - Women and Apprenticeship: Women's Participation in Skilled Trades 2-045
- APPRENTICESHIP RETENTION
  - Women and Apprenticeship: Women's Participation in Skilled Trades 2-045
- APPRENTICESHIP TRAINING—See also APPRENTICESHIP; TRAINING
  - Apprenticeship Programs in Skilled Metal Trades of the IAM and AW 2-039
- Aptitude Tests—See TESTING
- ARBITRATION
  - Industrial Relations for Railroad Manpower 5-195
- Area Planning Council—See COOPERATIVE AREA MANPOWER PLANNING SYSTEMS (CAMPS)
- ARIZONA
  - Development of a Regional Computer-Based Management Information System 1-017
  - Institutional Grants (1978): California State University 5-015
- ARIZONA, PHOENIX
  - Employment Growth in Middle-Size Cities 4-008
  - Labor Market Forecasting 3-005
  - Placing Minorities in Managerial and Professional Jobs 2-053
- ARIZONA, TUCSON
  - Labor Market Forecasting 3-005
- ARKANSAS
  - Institutional Grants (1978): University of Texas at Austin 5-010
- ARKANSAS, FORT SMITH
  - RTP/Employment Service Project to Place Minorities in Professional Jobs 2-052
- ARKANSAS, LITTLE ROCK
  - RTP/Employment Service Project to Place Minorities in Professional Jobs 2-052
- ARMED FORCES
  - Career Thresholds 3-007C
  - Second Careers for Retired Military Officers 5-206
- ASIAN/PACIFIC AMERICANS
  - Workshop on the Employment Status of Asian/Pacific Americans 4-005
- ASPIRATIONS—See also EDUCATIONAL ASPIRATIONS; CAREER CHOICE
  - Earnings Through Midlife [illegible]-007
  - Effects of Job and Life Stress on Job-Related Strain 5-144
  - Job Training, Personality, and Labor Market Conditions 5-279
  - Primary Group Relations, Occupational Mobility, and Orientation to Work 5-188
  - Years for Decision 3-007B
- ASSESSMENT—See also ASSESSMENT AND EVALUATION
  - Validation of Work Sample Battery 2-086
- ASSESSMENT AND EVALUATION—See also particular aspects of this subject.
  - Assessment of CETA Impact on DOL Manpower Programs 1-001
  - Assessment of CETA Programs and Services for Hispanics . 3-050
  - Assessment Techniques for Disadvantaged in Manpower Programs 2-083
  - Biographical Prediction Instrument 5-252
  - Coordinating Manpower Objectives With Private Sector Plans 5-045
  - Effectiveness of CCC Camps 5-038
  - Effects of a Merger on the Company and Employees 5-307
  - Experimental Design of Net Benefit Analysis of the Employment Service 1-038
  - Experimental Job Trials 2-085
  - Impact of Mandatory Registrants on ES 1-025
  - Impact of Manpower Programs on Hispanic Americans 3-058
  - Introduction of CETA in Eastern Massachusetts 1-003
  - Legislative and Administrative Changes on Workers' Compensation 5-278
  - Management by Objectives 5-164
  - Manpower Research and Formation of Policy 4-011
  - Models of Local Labor Markets and Training Programs' Success Indicators 3-003
  - Occupational Disease Compensation and Prevention 5-173
  - Public Utility Internal Labor Market Study 3-095
  - Sheltered Workshops and Handicapped Clients Survey 2-054
  - Short Term Indicators of Success for Evaluating Training Programs 3-003B
  - Supervisor-Subordinate Role: A Determinant of Evaluation and Rewards 5-225
  - The Effect of EEO Legislation on Unions 5-191
  - The Effects of Labor Market Concentrations on Wages 5-081
  - Transition to CETA in Ohio 1-008
  - Unemployment Insurance and Self-Insurance: An Analysis 5-232
  - Uses of Manpower Funds by Counties Under CETA 5-236
  - Validation of Work Sample Battery 2-086
- ASSESSMENT OF APPLICANTS AND TRAINEES—See also ASSESSMENT AND EVALUATION
  - Manpower Research and Formation of Policy 4-011
  - Models of Local Labor Markets and Training Programs' Success Indicators 3-003
  - Short Term Indicators of Success for Evaluating Training Programs 3-003B
  - Social Factors Determining Successful Training 5-099
  - Use of Biographical Information System in WIN Programs 2-084
- Assessment of Trainees—See ASSESSMENT OF APPLICANTS AND TRAINEES
- Assets—See INCOME
- ASSIMILATION—See also MIGRATION; ADJUSTMENT
  - Change of Language Effect on Achievement 5-276
  - Labor Utilization of Asian Americans 5-157
  - Mexican Illegal Aliens in Urban Labor Markets 5-165

Assistance to Employers—See EMPLOYER SERVICES
Associate of Science Degree—See UNIVERSITIES AND COLLEGES
ATTAINMENT—See also CAREER PATTERNS; EDUCATIONAL ATTAINMENT
- Characteristics of Career and Homemaking Oriented Women ... 5-297
- Earnings Through Midlife ... 5-067

ATTITUDES—See also WORK ATTITUDES; MOTIVATION; EMPLOYER ATTITUDES
- An Integrative Approach to Leadership ... 5-137
- Attitudes Toward Equal Pay and Affirmative Action for Women ... 5-030
- Characteristics of Career and Homemaking Oriented Women ... 5-297
- Determinants and Consequences of Young Women's Attitudes Toward Work ... 5-257
- Determinants of Economic Success ... 2-010
- Development of Work Involvement Through Task Success ... 5-262
- Dual Careers ... 3-007D
- Effects of a Merger on the Company and Employees ... 5-307
- Effects of Technology on Organizational Structure ... 5-076
- Employee Information Environments and Job Satisfaction ... 5-092
- Employer Attitudes Toward Ex-Offenders ... 5-251
- Employment Quality and Self-Investment in Work ... 5-301
- Feminization of Clerking: Women in Federal Employment, 1860-1900 ... 5-107
- In-School Employment Project for Young Black Teenage Girls ... 2-007
- Job Finding and Performance of Addicts/Ex-Addicts ... 2-094
- Labor Force Mobility of Females ... 5-027
- Maternal Employment and School Adjustment ... 5-168
- Measurement of Alienation Through Behavioral Rating Scales ... 5-169
- Multiproject Demonstration of Manpower Development ... 1-005
- Noneconomic Impacts of Job Corps ... 2-013
- Organizational Socialization ... 5-181
- Perceived Occupational Similarities ... 5-298
- Pre-Retirement Years ... 3-007A
- Psychological Influences on White-Collar Pay ... 5-300
- Sources of Occupational Prestige Ratings ... 5-216
- Survey-National Worktime Preferences ... 3-122
- The Consequences of Unemployment on Evaluation of Self ... 5-043
- The Development of the Labor Force in San Francisco, 1870-1910 ... 5-058
- Women's Work-Relevant Attitudes and Employment Behavior ... 3-015
- Work and Lifestyle Organization ... 5-244
- Years for Decision ... 3-007B
- Youth Labor Market ... 3-006C

AUTOMATION—See also MECHANIZATION
- From Skilled Craft to Mass Production: U.S. Cigarmakers ... 5-110
- Legal Secretaries Occupational Role and Job Satisfaction ... 5-208

Automotive Industry—See TRANSPORTATION EQUIPMENT INDUSTRY
Average Hourly Earnings—See WAGES

B

BANKING INDUSTRY
- White-Collar Work ... 5-313

Bargaining—See COLLECTIVE BARGAINING
Barrios—See SPANISH-SPEAKING AMERICANS; PUERTO RICANS
BASIC EDUCATION
- Analysis of the CBHSD Program for CETA Clients ... 2-002
- Research on Program for Persons of Limited English-Speaking Ability ... 3-082
- Youth Labor Market ... 3-006C

Behavior Modification—See CORRECTIONS; EDUCATION
BEHAVIOR SCALES
- Measurement of Alienation Through Behavioral Rating Scales ... 5-169

BIBLIOGRAPHIES
- Clearinghouse on Productivity and Quality of Working Life ... 3-100
- Retaining Problem Drinkers on the Job ... 2-092

BIOGRAPHICAL INFORMATION BLANK (BIB)
- Use of Biographical Information System in WIN Programs ... 2-084

Birth Rate—See FERTILITY
Bituminous Coal Mining—See MINING
Black Colleges—See UNIVERSITIES AND COLLEGES
BLACK COMMUNITIES
- Ghetto Economic Corporations ... 5-220

BLACK LUNG BENEFITS ACT (1972)
- Occupational Disease Compensation and Prevention ... 5-173

Black-owned Business—See MINORITY BUSINESS ENTERPRISE
BLACK/WHITE—See also RACE; RACIAL DISCRIMINATION
- A Study of Wage Dynamics Based on the National Longitudinal Surveys ... 3-016
- An Analysis of Unions; Race; Wage Nonwage Competition ... 5-249
- Analysis of Black-White Economic Status ... 5-131
- Career Thresholds ... 3-007C
- Conference on National Longitudinal Surveys ... 3-023
- Cyclical Economic Activity and the Labor Market ... 3-012
- Demand for Education of White and Black Males ... 5-196
- Dual Careers ... 3-007D
- Earnings Through Midlife ... 5-067
- EEO Programs Effect on Minorities and Women in Federal Agencies ... 5-114
- Effect of Changes in Women's Labor Force Participation Rates ... 5-073
- Inequality and Urban Crisis ... 5-134
- Job Shopping Among Young Men ... 3-018
- National Longitudinal Surveys of Labor Force Behavior ... 3-007
- Pathways into the World of Work: Experiences of Youth ... 3-007F
- Perceived Discrimination, Work Attitudes and the Labor Market ... 5-295
- Pre-Retirement Years ... 3-007A
- Race and Economics: A Human Capital Inquiry ... 5-193
- Race, Labor Turnover, and Male Earnings ... 3-013
- Racial Inequality in Family Welfare ... 5-194
- The Structure and Determinants of Youth Unemployment ... 3-020
- Vocational Education: How Much? For Whom? ... 2-016
- Years for Decision ... 3-007B

BLACKS—See also MINORITIES
- Conference on the National Longitudinal Surveys of Youth ... 3-086
- Dual Careers ... 3-007D
- Geographical Immobility and Low-Income Area Unemployment ... 5-080
- Impact of Government Programs on Black Americans: 1947 to 1975 ... 5-121
- In-School Employment Project for Young Black Teenage Girls ... 2-007
- Institutional Grants (1978): Clark College ... 5-006
- Institutional Grants (1978): Kentucky State University ... 5-007
- Institutional Grants (1978): Medgar Evers College ... 5-002
- Institutional Grants (1978): Southern University, A&M College ... 5-009
- Mobility of Male Workers Employed in Female Professions ... 5-207
- Multiproject Demonstration of Manpower Development ... 1-005
- Rural Employment Outreach Project ... 2-038
- Study of the Pittsburgh Plan ... 3-096
- The Changing Job Market for Young Persons ... 3-033
- Training Information for Policy Guidance ... 3-006E
- Years for Decision ... 3-007B

Blind—See HANDICAPPED
BLUE-COLLAR WORKERS
- Blue-Collar 4-Day Workweek ... 5-033
- Career Thresholds ... 3-007C
- Impact of Unemployment on Blue Collar Working Women ... 3-075
- Longitudinal Analysis of Occupational Mobility ... 3-001
- Post-Retirement Work Experience ... 3-022
- Research on Operation of Federal Government Labor Market ... 3-031
- Sexual Inequality of Earnings Among Blue-Collar Workers ... 5-053
- Women in Nontraditional Blue-Collar Jobs ... 3-119

BONDING ASSISTANCE
- Enhancing the Effectiveness of the Federal Bonding Program ... 2-095

Bookkeeping—See CLERICAL OCCUPATIONS
Border Crossers—See ALIENS
Bracero Labor—See FARMWORKERS
Building Industry—See CONSTRUCTION INDUSTRY
BUSINESS CYCLE—See also UNEMPLOYMENT
- An Analysis of the New England Economy ... 4-015
- Business Tax Incentives and Employment ... 5-034

  Determinants and Utilization of Labor Demands for Labor and Capital 5-056
  Effect of Cyclic Variation in the Distribution of Income 5-074
  Fringe Benefits and Overtime Costs in the Automobile Industry 5-078
  Influence of Layoff and Inventory Costs 5-108
  Labor Market States and Labor Market Experience 5-284
  Personal Distribution of Unemployment... Frequency and Duration 5-250
  Quality Adjustment in Labor Markets in Recession 5-192
  Wage-Price Expectations and Cyclical Strike Behavior 5-241

C

CALIFORNIA
  Agricultural Technology Change and California Farmworkers 3-063
  Assessment Techniques for Disadvantaged in Manpower Programs 2-083
  Development of a Regional Computer-Based Management Information System 1-017
  Impact of a California Bill on Employment and Recidivism 2-097
  Institutional Grants (1978): California State University 5-015
  Job Services to Chicano Ex-Offenders and Ex-Addicts 3-045
  Needs Assessment Tool for CETA Services to Chicano Women 3-064
  Project J.E.T. 4-016
  Recipients of Federal Supplemental Benefits and Special Unemployment Assistance 2-099
  Services to Hispanic Older Workers 3-059
  Structure of Chicano Rural Labor Market Jobs 3-053
  Study of Shared Work Project 2-103
  Upgrade Training in Canning Industry During Layoff Periods 2-049
  Upgrade Training in the Canning Industry 2-055
CALIFORNIA, ANAHEIM-GARDEN GROVE
  Job Search Methods of Mexican Americans 3-076
CALIFORNIA, LOS ANGELES
  Characteristics of Undocumented Residents in Los Angeles 3-034
  Improving Entry of Minority Women into Professional and Managerial Jobs 2-051
  Training Information for Policy Guidance 3-006E
CALIFORNIA, SAN FRANCISCO
  Labor Market Forecasting 3-005
CALIFORNIA, SAN FRANCISCO BAY AREA
  Job Offer Response and Labor Market Conditions 5-299
Camps—See COOPERATIVE AREA MANPOWER PLANNING SYSTEM (CAMPS)
CANADA
  Training Information for Policy Guidance 3-006E
  Youth Labor Market 3-006C
CANNING INDUSTRY
  Upgrade Training in Canning Industry During Layoff Periods 2-049
  Upgrade Training in the Canning Industry 2-055
CAREER ASPIRATIONS—See also CAREER GOALS
  Career Striving in Black and White Women 5-274
  Evolution of Hispanic Youth Career Aims 3-048
  Husbands in Dual Career Families 5-117
  Nonpecuniary Characteristics and the Decision to Change Jobs 5-291
Career Attainments—See CAREER PATTERNS
CAREER CHOICE—See also OCCUPATIONAL CHOICE; COUNSELING AND GUIDANCE
  Career Striving in Black and White Women 5-274
  Career Thresholds 3-007C
  Dual Worker Married Couples 5-263
  Occupational Segregation by Sex 5-292
  Personality/Situation Effects on Job Search and Job Choice 5-100
  School, Family, and Work Experience of Young Women 5-204
  Years for Decision 3-007B
CAREER DEVELOPMENT—See also UPGRADING
  Workshops and Dissertation Research Project for Minority Scholars 1-052
CAREER EXPLORATION—See also VOCATIONAL GUIDANCE
  Work on Science and Engineering Newsletter for Blacks, Grades 4-8 1-013
CAREER GOALS—See also MOTIVATION
  Career Thresholds 3-007C
  Generations: Transmission of Occupation 5-112
  Interdisciplinary Study of Decision Processes in Job Choice 5-138
  Job Placement Services in Colleges 2-003
  School, Family, and Work Experience of Young Women 5-204
  Training Information for Policy Guidance 3-006E
  Women and Men in Nontraditional Occupations 5-242
  Women Stockbrokers in the New York Financial Community 5-243
  Years for Decision 3-007B
  Youth Labor Market 3-006C
Career Information—See VOCATIONAL GUIDANCE
CAREER INFORMATION SYSTEM
  Health Careers Guidebook Revision 2-011
Career Ladder—See UPGRADING
Career Mobility—See UPGRADING
CAREER PATTERNS—See also UPGRADING
  Barriers to Women in Nontradional Skilled Blue-Collar Jobs 3-079
  Career Thresholds 3-007C
  Change of Language Effect on Achievement 5-276
  Characteristics of Career and Homemaking Oriented Women 5-297
  Conference on National Longitudinal Surveys of Mature Women 3-085
  Determinants of Hispanic Success in Higher Level Job Entry 3-046
  Early Career Contingencies of Status Attainment 5-264
  Earnings Through Midlife 5-067
  EEO Programs Effect on Minorities and Women in Federal Agencies 5-114
  Female Hiring in the Basic Steel Industry: Progress and Prospects 3-041
  Husbands in Dual Career Families 5-117
  Impact of Family and Education on Attaining High Income 5-120
  Job Relocation Among College Professors 5-281
  Labor Market Behavior of Male Youth 5-148
  Longitudinal Analysis of Occupational Mobility 3-001
  Mexican American College Graduates Labor Market Experiences 3-072
  Overeducation in the U.S. Labor Market 5-183
  Pre-Retirement Years 3-007A
  Private Sector OJT of Disadvantaged Workers: Industry-Wide Approach 2-036
  Race and Sex Differences in Job Turnover 5-302
  Research on Operation of Federal Government Labor Market 3-031
  Selection and Career Advancement in an Internal Labor Market 3-113
  The Changing Job Market for Young Persons 3-033
  The Employment of Dual-Career Couples 5-272
  The Relative Impact of Job Histories 5-200
  Training Disadvantaged Workers in Private Sector OJT 2-044
  Training Information for Policy Guidance 3-006E
  Workshop on the Employment Status of Asian/Pacific Americans 4-005
  Years for Decision 3-007B
  Youth Labor Market Experience Study 2-017
Career Progression Systems—See UPGRADING
CATEGORICAL EMPLOYMENT AND TRAINING PROGRAMS—See also name of particular program
  Multiproject Demonstration of Manpower Development 1-005
Central City—See INNER-CITY RESIDENTS
CEP—See CONCENTRATED EMPLOYMENT PROGRAM
CETA—See COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA)
CETA PROGRAMS
  Analysis of the CBHSD Program for CETA Clients 2-002
  Assessment of CETA Impact on DOL Manpower Programs 1-001
  Assessment of CETA Programs and Services for Hispanics 3-050
  Counter-Recessionary Public Employment 2-019
  Descriptive Assessment of the Work Assistance Program 2-060
  Health Manpower Under CETA 3-036
  Helping Farmworkers Develop Alternative Employment 3-093
  Industry Involvement with CETA Sponsors 1-002
  Macroeconomic Impact of Public Service Employment of CETA 2-020
  Manpower Research and Formation of Policy 4-011
  Multiproject Demonstration of Manpower Development 1-005

  Private Employer Involvement in CETA 1-004
  Seasonal Farmworkers Labor Market Behavior 5-153
  Survey of the Public's View of the Problems of Unemployment 4-022
CETA SERVICES AND PLANNING
  Allocational and Distributional Consequences of Decentralizing Manpower Programs 5-020
  Health Manpower Under CETA 3-036
  Impact of Manpower Programs on Hispanic Americans 3-058
  Improve Linkage Through Regional Staffs 1-040
  Institutional Grants (1978): California State University 5-015
  Institutional Grants (1978): Clark College 5-006
  Institutional Grants (1978): Kentucky State University 5-007
  Institutional Grants (1978): Medgar Evers College 5-002
  Institutional Grants (1978): Northeastern University 5-001
  Institutional Grants (1978): Rutgers University 5-003
  Institutional Grants (1978): Seattle University 5-016
  Institutional Grants (1978): Southern University, A&M College 5-009
  Institutional Grants (1978): The University of Alabama 5-005
  Institutional Grants (1978): The University of Arizona 5-014
  Institutional Grants (1978): The University of Kansas 5-012
  Institutional Grants (1978): The University of Michigan 5-008
  Institutional Grants (1978): University of Texas at Austin 5-010
  Institutional Grants (1978): University of Texas at San Antonio 5-011
  Institutional Grants (1978): Utah State University 5-013
  Institutional Grants (1978): Virginia Commonwealth University 5-004
  Local Needs Assessment of Hispanic CETA Clients 3-065
  Manpower Research and Formation of Policy 4-011
  Multiproject Demonstration of Manpower Development 1-005
  Needs Assessment Tool for CETA Services to Chicano Women 3-064
  Planning and Implementation of PSE Title VI Expansion Projects 1-006
  Research on Community Based Organizations in CETA Programs 1-044
  Services to Hispanic Older Workers 3-059
  Social Science Model for Improving Services to Hispanics 3-047
  Study of Urban and Rural Nonreservation Indian Employment and Training Programs 3-032
  Training Information for Policy Guidance 3-006E
  Uses of Manpower Funds by Counties Under CETA 5-236
  Verification of Eligibility of CETA Applicants 1-051
CHEMICAL INDUSTRY
  Trade and Employment in the Chemical Industry 6-071
CHICANOS—See also SPANISH-SPEAKING AMERICANS
  Job Search Methods of Mexican Americans 3-076
  Wage Labor and Urban Chicano Adaptation 5-240
Child Care—See CHILD DAY CARE
CHILD DAY CARE—See also CETA SERVICES AND PLANNING
  Conference on National Longitudinal Surveys of Mature Women 3-085
  Dual Careers 3-007D
  Labor Force Mobility of Females 5-027
  Labor Force Participation and Fertility of Mothers 5-150
  Years for Decision 3-007B
CHILD SUPPORT ENFORCEMENT PROGRAM
  Impact of Child Support Enforcement Program 5-119
CHILDREN—See also CHILD DAY CARE; FAMILIES
  Determinants and Consequences of Young Women's Attitudes Toward Work 5-257
  Effects of Child Health Status on Maternal Labor Supply 5-266
  Employment of Married Women With Children 5-149
  Years for Decision 3-007B
CHRONICALLY UNEMPLOYED
  Supported Employment Demonstration Project 2-028
  Technological Change in Two Arctic Communities 5-227
  West Virginia Travel and Tourism Industry Demonstration Project 4-025
CIS—See CAREER INFORMATION SYSTEM
Civil Service Examinations—See TESTING
CIVIL SERVICE SYSTEM—See also FEDERAL GOVERNMENT; STATE AND LOCAL GOVERNMENTS
  Employment of Handicapped in State Civil Service 3-107
  Internal Allocation of Labor in a Civil Service Merit System 5-028
  PSE and State and Local Civil Service Employment Structures 2-024
  Research Design on Federal Government Employment 3-080, 3-081
Classified Help-Wanted Ads—See NEWSPAPER ADVERTISEMENTS
CLERICAL OCCUPATIONS
  Feminization of Clerical Work in Boston 5-106
  Legal Secretaries Occupational Role and Job Satisfaction 5-208
  Women and Men in Nontraditional Occupations 5-242
Clerical Work—See CLERICAL OCCUPATIONS
Clinical Laboratory Occupations—See HEALTH OCCUPATIONS
Coal Mining—See MINING
COLLECTIVE BARGAINING—See also UNIONS
  American Exceptionalism and the Strike 5-021
  Analysis of Interindustry Variations in Trade-Union Power 5-025
  Change in Work Processes and the Quality of Employment 5-036
  Clearinghouse on Productivity and Quality of Working Life 3-100
  Collective Bargaining in Secondary Labor Markets in the South 5-280
  Collective Bargaining in the Public Schools 5-088
  Correlates of Work, Authority, and Organization in Construction 5-217
  Employee Stock Ownership: A Microeconomic Analysis 5-094
  Hospital Union Wage Effects 5-115
  Impact of Unions on City Budgeting and Employee Remuneration 5-122
  Industrial Safety and Collective Bargaining 5-133
  Labor in the Iron and Steel Industry 5-151
  Manpower Conflicts Arising from Mass Layoff 3-006D
  Plant Dispersion and Negotiating in the Rubber Tire Industry 5-113
  Retaining Problem Drinkers on the Job 2-092
  The Impact of Public Sector Unionism on Wage/Nonwage Benefits 5-223
  Unionism in Institutions of Higher Learning 5-234
  Wage Effects of Obtaining Unionized Employment 5-260
  Wage-Price Expectations and Cyclical Strike Behavior 5-241
College Aspirations—See EDUCATIONAL ASPIRATIONS
COLLEGE GRADUATES
  Career Patterns of 2-Year College Graduates 5-035
  Education Investment Returns of Mexican American College Grads 3-055
  Followup of Mexican American College Graduate Job Experiences 3-092
  Job Placement Services in Colleges 2-003
  Mexican American College Graduates Labor Market Experiences 3-072
Colleges—See UNIVERSITIES AND COLLEGES
COLORADO
  Institutional Grants (1978): Utah State University 5-013
COLORADO, DENVER
  Employment Growth in Middle-Size Cities 4-008
Commitment to Work—See WORK ATTITUDES
Community Colleges—See UNIVERSITIES AND COLLEGES
COMMUNITY-BASED ORGANIZATIONS
  Evaluation of Demonstration Project on Youth Career Development 2-009
  Manpower Research and Formation of Policy 4-011
COMMUTING
  Dual Careers 3-007D
  Effects of Job Location and Work Schedules on Women's Opportunities 5-268
  Geographical Immobility and Low-Income Area Unemployment 5-080
  Training Information for Policy Guidance 3-006E
  Unemployment and Commuting Within Geographical Areas 5-303
Compensation Per Worker/Hour—See WAGES
COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA)—Projects dealing principally with CETA agency planning appear in chapter 1A.) See also CETA SERVICES AND PLANNING
  Allocational and Distributional Consequences of Decentralizing Manpower Programs 5-020
  CETA Prime Sponsors in the Criminal Justice Field 2-102
  Innovative Approaches to Rural Job Creation 1-007
  Job Search Assistance and Its Impact on Youth Joblessness 1-019
  Manpower Research and Formation of Policy 4-011

  Survey of CETA Arts and Humanities Projects 1-050
  Use of Non-Profit Institutions for PSE Expansion 2-025
COMPREHENSIVE EMPLOYMENT AND TRAINING PLANNING
  Labor Market Forecasting 3-005
  Manpower Research and Formation of Policy 4-011
  Multiproject Demonstration of Manpower Development 1-005
  Planning and Implementation of PSE Title VI Expansion Projects 1-006
  Validation of Grant Agreement Data 1-009
  Youth Transition to Work: Synthesis, Analysis, and Strategy 1-059
Comprehensive Services—See CETA SERVICES AND PLANNING
COMPUTER SYSTEMS
  Agricultural Economists' Computerized Job Matching 1-015
  Client Tracking System 1-053
  Maintenance of the ETA MIS 1-056
  Management Information Systems 2-062
Computerized Job Matching—See JOB MATCHING
CONCENTRATED EMPLOYMENT PROGRAM
  Portland Concentrated Employment Program 5-161
CONFERENCES
  Conference on National Longitudinal Surveys of Mature Women 3-085
  Conference on the National Longitudinal Surveys of Youth 3-086
  Manpower Goals for American Democracy 4-004
  Manpower Research and Formation of Policy 4-011
  Workshop on the Employment Status of Asian/Pacific Americans 4-005
CONNECTICUT
  Feasibility of Special WIN Unit for Women Losing AFDC 2-071
  Institutional Grants (1978): Northeastern University 5-001
  Use of Vouchers for the Purchase of Social Services 2-089
Consortia—See LABOR-MANAGEMENT CONSORTIA
CONSTRUCTION INDUSTRY
  Correlates of Work, Authority, and Organization in Construction 5-217
  Development of a Benefit-Cost Methodology for Apprenticeship 2-032
  Effects of Relative Wages on Apprenticeship Training 2-037
  Evaluation of Apprenticeship Outreach Program 5-041
  Rural Employment Outreach Project 2-038
  Study of the Pittsburgh Plan 3-096
  The Development of the Labor Force in San Francisco, 1870-1910 5-058
  Wage Changes in the Construction Industry 5-239
Consumer Price Index—See PRICES
CONSUMPTION
  Consumer Price Changes and the Cost of Imports 6-003
  Household Life Cycle Model: Econometric Model 5-116
  Life-Cycle Model of Pensions 5-160
  The Impact of Import Changes on Consumer Prices 6-054
Contractors In Construction—See CONSTRUCTION INDUSTRY
COOPERATIVE AREA MANPOWER PLANNING SYSTEM (CAMPS)
  Multiproject Demonstration of Manpower Development 1-005
Cooperative Vocational Education—See VOCATIONAL EDUCATION
CORPORATIONS
  Changes in U.S. Market Share 6-007
  Foreign Multinationals in the United States 6-050
  Ghetto Economic Corporations 5-220
  Impact of Foreign Trade and Investment on Labor 6-028
  Influence of U.S. Multinationals on Technology and Economic Developmen 6-032
  International Transfer of Industrial Technology 6-035
CORRECTIONS—See also OFFENDERS; EX-OFFENDERS
  Analytical Monograph on TARP Project 2-098
  Employer Attitudes Toward Ex-Offenders 5-251
  Impact of a California Bill on Employment and Recidivism 2-097
  Income Maintenance for Ex-Offenders 2-101
  Job Help for Arrestees 2-100
  Relationship Between Employment, Unemployment, and Migration 3-004
  Supported Employment Demonstration Project 2-028
  Supported Employment in the Public Sector 2-027
  Survey of Apprenticeship Programs in Federal Prisons 2-041
  Training Programs in Michigan Prisons 5-032
  Transitional Aid Research Project for Ex-Offenders 2-106, 2-104, 2-105
COST EFFECTIVENESS—See also ASSESSMENT AND EVALUATION
  Development of a Benefit-Cost Methodology for Apprenticeship 2-032
  Effects of Negative Income Tax on Educational Attainment 5-062
  Experimental Design of Net Benefit Analysis of the Employment Service 1-038
  Manpower Research and Formation of Policy 4-011
  Retaining Problem Drinkers on the Job 2-092
  Study of the Pittsburgh Plan 3-096
  Study to Determine Work Test Costs and Outcomes 1-049
  Training Information for Policy Guidance 3-006E
Cost-Benefit Analysis—See COST EFFECTIVENESS
COSTS
  Adjustment Costs in the Theory of Labor Demand, Productivity, and Unemployment 5-017
  Public Employment Service—Measuring Its Productivity 1-032
  Screening in the Labor Market 5-205
  Specification and Measurement of Productivity in the USES 1-045
  Training Programs in Michigan Prisons 5-032
Counseling—See COUNSELING AND GUIDANCE
COUNSELING AND GUIDANCE—See also PUBLIC EMPLOYMENT SERVICE; TRAINING; VOCATIONAL GUIDANCE; EDUCATION
  Documentation and Analysis of National Program for Selected Population Segments 3-038
  Assessing Services to and Problems of Hispanic Ex-Offenders 3-044
  Demonstration of Alternative Youth Approaches 2-006
  Health Careers Guidebook Revision 2-011
  Improving Entry of Minority Women into Professional and Managerial Jobs 2-051
  Job Help for Arrestees 2-100
  Labor Market Information and Job Skills 1-020
  Measuring the Effectiveness of Counseling in the ES 1-042
  Placing Minorities in Managerial and Professional Jobs 2-053
  Referral and Support System for Dropouts 2-005
  Research and Assessment on LMI and Job Search Skills Demonstration 1-018
  RTP/Employment Service Project to Place Minorities in Professional Jobs 2-052
  Youth in Work Transition: DOL Experience 2-001
COURT CASES
  Impact of Court Cases on Minority Employment 3-109
CRAFT WORKERS
  Development of a Benefit-Cost Methodology for Apprenticeship 2-032
  Effects of Relative Wages on Apprenticeship Training 2-037
  One-Stop Apprenticeship Opportunity Center 2-035
  Survey of Apprenticeship Programs in Federal Prisons 2-041
  The Development of the Labor Force in San Francisco, 1870-1910 5-058
  Women and Men in Nontraditional Occupations 5-242
CREDENTIALING—See also OCCUPATIONAL LICENSING
  Training Information for Policy Guidance 3-006E
CRIME—See also CORRECTIONS; OFFENDERS
  CETA Prime Sponsors in the Criminal Justice Field 2-102
  Impact of a California Bill on Employment and Recidivism 2-097
  Job Help for Arrestees 2-100
CRIMINAL JUSTICE PROCESS
  Enhancing the Effectiveness of the Federal Bonding Program 2-095
CUBAN AMERICANS
  Analysis of Differential Employment Success of Spanish Americans 3-066
  Hispanic Economic Status and Discrimination in Florida 3-056
  Local Needs Assessment of Hispanic CETA Clients 3-065
CUBANS—See also SPANISH-SPEAKING AMERICANS
  Analysis of Differential Employment Success of Spanish Americans 3-066
Culturally Deprived—See DISADVANTAGED
CULTURE OF POVERTY—See also POVERTY
  Income Dynamics of the Poor 2-068
CURRENCY
  Domestic Impacts of an Overvalued Currency 5-010

CURRICULUMS—See also INSTRUCTIONAL MATERIALS
- Analysis of the CBHSD Program for CETA Clients 2-002
- Health Services Mobility Study (HSMS) 2-048
- Years for Decision 3-007B

Cyclical Stability—See BUSINESS CYCLE

D

DATA SOURCES AND USE—See also COMPUTER SYSTEMS
- Determining ES Penetration Rate 1-030
- Income Dynamics of the Poor 2-068
- Manpower Research and Formation of Policy 4-011
- National Longitudinal Surveys Clearinghouse 3-007E
- National Longitudinal Surveys of Labor Force Behavior 3-007
- Psychological Influences on White-Collar Pay 5-300
- Research Design on Federal Government Employment 3-080, 3-081
- Supervisor-Subordinate Role: A Determinant of Evaluation and Rewards 5-225
- Testing Feasibility of Developing Data on Nonregistered Apprentices 2-043
- The Impact of the Work Environment on Life Outside the Job 5-126

Day Care—See CHILD DAY CARE

DEBTOR/CREDITOR RELATIONSHIP
- Training Information for Policy Guidance 3-006E

DECATEGORIZATION—See also CETA SERVICES AND PLANNING; CETA PROGRAMS; CATEGORICAL EMPLOYMENT AND TRAINING PROGRAMS
- Allocational and Distributional Consequences of Decentralizing Manpower Programs 5-020
- Multiproject Demonstration of Manpower Development 1-005

DECISIONMAKING
- Identifying Optimal Groups for Judgmental Decisions 5-118

DELAWARE
- Determinants of Hispanic Youth Job Success 3-061
- Institutional Grants (1978): Virginia Commonwealth University 5-004

Delivery of Employment and Training Services—See SERVICE DELIVERY SYSTEMS

Demand for Labor—See LABOR DEMAND

Demand for Products—See PRODUCT DEMAND

Dental Assistants—See HEALTH OCCUPATIONS

Dental Hygienists—See HEALTH OCCUPATIONS

DEPRESSED AREAS
- Population Decrease and Employment in Agricultural Communities 5-199
- Public Service Employment in the South—A Case Study 4-017

Disabled Persons—See HANDICAPPED

Disabled Veterans—See VETERANS

DISADVANTAGED
- Assessment Techniques for Disadvantaged in Manpower Programs 2-083
- Descriptive Assessment of the Work Assistance Program 2-060
- Design for Low-Cost Hispanic Data Collection and Program Planning 3-062
- Manpower Research and Formation of Policy 4-011
- Paternal Authority, Work Training, and Income Maintenance Programs 2-075
- Pathways into the World of Work: Experiences of Youth 3-007F
- Portland Concentrated Employment Program 5-161
- Private Sector OJT of Disadvantaged Workers: Industry-Wide Approach 2-036
- Referral and Support System for Dropouts 2-005
- Training Disadvantaged Workers in Private Sector OJT 2-044
- Use of Vouchers for the Purchase of Social Services 2-089
- West Virginia Travel and Tourism Industry Demonstration Project 4-025

Discharge—See EMPLOYMENT TERMINATION

DISCRIMINATION—See also SEX DISCRIMINATION; BLACKS; WOMEN; SPANISH-SPEAKING AMERICANS; AGE DISCRIMINATION IN EMPLOYMENT ACT
- A Comparative Analysis of White, Black, and Latino Income Distributions 5-039
- Career Thresholds 3-007C
- Comparative Analysis of Hispanic Earnings and Unemployment 3-027
- Earnings Through Midlife 5-067
- Econometric Analysis of Part-Time Labor Market 3-039
- Hispanic Economic Status and Discrimination in Florida 3-056
- Impact of Court Cases on Minority Employment 3-109
- Institutional Barriers to Employment of Puerto Ricans in New York City 3-069
- Labor Utilization of Asian Americans 5-157
- Manpower Research and Formation of Policy 4-011
- Measuring Economic Status and Discrimination of Chicanos 3-070
- Occupational Segregation by Sex 5-292
- Occupational/Industrial Distribution of Four Ethnic Groups 5-175
- Organizational Barriers to Hispanic Advancement 3-057
- Perceived Discrimination, Work Attitudes and the Labor Market 5-295
- Pre-Retirement Years 3-007A
- Racial Discrimination and Occupational Choice of Young Men 3-011
- Racial Inequality in Family Welfare 5-194
- The Employment of Dual-Career Couples 5-272
- Training Information for Policy Guidance 3-006E
- Women in Nontraditional Blue-Collar Jobs 3-119

Disincentives—See INCENTIVES

Displaced Workers—See LAYOFFS

Dissertations—See DOCTORAL DISSERTATION GRANTS; DOCTORAL DEGREES

Division of Labor—See OCCUPATIONAL STRUCTURE

DOCTORAL DEGREES—See also UNIVERSITIES AND COLLEGES; DOCTORAL DISSERTATION GRANTS
- Labor Market for Economists 5-154
- Underemployment of Ph.D.'s 5-231

DOCTORAL DISSERTATION GRANTS—See also toral Dissertation Grants appear in Chapter 5B.) See also particular subject of dissertation. See also INSTITUTIONAL GRANTS; UNIVERSITIES AND COLLEGES
- Manpower Research and Formation of Policy 4-011
- Personality/Situation Effects on Job Search and Job Choice 5-100
- Workshops and Dissertation Research Project for Minority Scholars 1-052

DOMESTIC SAVING AND INVESTMENT
- Estimating the Distributional Consequences of Direct Foreign Investment 6-015

DROPOUTS—See also EDUCATION; TRAINING; HIGH SCHOOLS
- Career Thresholds 3-007C
- In-School Employment Project for Young Black Teenage Girls 2-007
- Noneconomic Impacts of Job Corps 2-013
- Referral and Support System for Dropouts 2-005

DRUG USERS
- Job Finding and Performance of Addicts/Ex-Addicts 2-094
- Job Services to Chicano Ex-Offenders and Ex-Addicts 3-045
- Noneconomic Impacts of Job Corps 2-013
- Supported Employment Demonstration Project 2-028
- Supported Employment in the Public Sector 2-027

DUAL CAREERS
- Occupational Segregation by Sex: An Analysis of Female Workers 5-177

DUAL LABOR MARKETS—See also SECONDARY LABOR FORCE
- Collective Bargaining in Secondary Labor Markets in the South 5-280
- Dual Labor Market 5-061
- Evolution of Segmentation in the Labor Market 5-098
- Labor Market Behavior of Male Youth 5-148
- Mexican Illegal Aliens in Urban Labor Markets 5-165
- Occupational Segregation by Sex: An Analysis of Female Workers 5-177
- Potential of Wage Subsidies 4-014
- Training Information for Policy Guidance 3-006E

DURATION OF UNEMPLOYMENT
- Determinants of the Incidence and Duration of Frictional Unemployment 5-055
- Estimation of a General Equilibrium Job Search Model 5-273
- Estimation of Completed Unemployment Spell Durations 5-097
- Evaluation of Trade Adjustment Assistance 6-020
- Household Heads, Job Search, and Quit Behavior 5-145
- Job Search Activities of the Unemployed: Theory and Evidence 5-282
- Job Search Behavior and Duration 5-146

Recipients of Federal Supplemental Benefits and Special Unemployment Assistance 2-099
Survey of Trade Adjustment Assistance Recipients 6-067
The Female Insured Unemployed 5-104
The Generation and Acceptance of Job Search 5-091

E

EARLY CAREERS
Sex Differences in Early Contingencies in Attainment 5-304
EARNINGS—See also INCOME; WAGES
A Study of Wage Dynamics Based on the National Longitudinal Surveys 3-016
Affective Abilities and Their Influence on the Wage Equation 5-189
American Indian and Alaska Native Earnings and Labor Supply 5-258
An Analysis of Unions; Race; Wage Nonwage Competition. 5-249
An Econometric Analysis of Hispanic Employment, Wages and Earnings 3-028
Analysis of Interindustry Variations in Trade-Union Power. 5-025
Behavioral Model of Labor Force Migration 5-031
Career Thresholds 3-007C
Comparative Analysis of Hispanic Earnings and Unemployment 3-027
Conference on the National Longitudinal Surveys of Youth. 3-086
Department of Labor's Adverse Wage Regulation in Guam. 4-007
Determinants of Earnings for Persons of Spanish Origin 5-085
Determinants of Economic Success 2-010
Dual Careers 3-007D
Earnings and Employment of Immigrants to the United States 4-001
Earnings and Human Capital Investment 5-064
Earnings Declines, Social Insurance, and Poverty 5-065
Earnings Through Midlife 5-067
Earnings, Occupational Choice, and Early Family Formation 5-265
Effect of Changes in Women's Labor Force Participation Rates 5-073
Effects of Placement Services on Job Corps Participants 5-083
Employment and Earnings Analysis of Differences in Men and Women 3-014
Human Capital Earning Functions 5-090
Immigrants in the Labor Force 3-094
Inequality and Urban Crisis 5-134
Interdisciplinary Study of Decision Processes in Job Choice 5-138
Intergenerational Transmission of Occupational Statuses in U.S. 5-139
Labor Adjustment to Employment Reductions 6-060
Labor Market Status of Mexican Americans 3-054
Labor Market to Human Capital 5-159
Lawyer Earnings and Barriers to Entry 5-286
Male-Female Wage Differentials and Differential Overqualification 5-287
Mobility of Primary Earners in Households with Low Earnings 3-019
Pathways into the World of Work: Experiences of Youth 3-007F
Pre-Retirement Years 3-007A
Predicting Earnings 5-187
Race and Economics: A Human Capital Inquiry 5-193
School-to-Work Transition of Youth 3-084
School, Family, and Work Experience of Young Women 5-204
Seasonal Farmworkers Labor Market Behavior 5-153
Sexual Inequality of Earnings Among Blue-Collar Workers. 5-053
Social Security and Labor Supply of Older Men 3-024
Temporary Involuntary Unemployment 6-031
The Changing Job Market for Young Persons 3-033
The Effects of Immigration on Unemployment and Earnings 6-011
The Effects of Labor Market Concentrations on Wages 5-081
The Effects of Mobility on Earnings Progression for Women 5-082
The Generation and Acceptance of Job Search 5-091
The Impact of Occupational Licensing on Labor Mobility ... 3-003C
The Impact of Screening on Earnings Profiles 5-123
The Occupational Success of Young Women 5-179
Trends in Women's Education, Attainment, Earnings, and Occupations 5-029
Turnover and Wage Dynamics, 1932-1972 5-096
Voluntary Labor Mobility and Absenteeism 5-238
Work Experience and Lifetime Earnings 3-026
Years for Decision 3-007B
Econometrics—See ECONOMIC ANALYSIS AND ECONOMETRICS
ECONOMIC ANALYSIS AND ECONOMETRICS
A Comparative Analysis of White, Black, and Latino Income Distributions 5-039
American Exceptionalism and the Strike 5-021
American Indian and Alaska Native Earnings and Labor Supply 5-258
An Analysis of Earnings Among Persons of Spanish Origin in the Midwest 5-022
An Economic Evaluation of Vocational Rehabilitation in Louisiana 5-068
An Empirical Investigation of Job Search Behavior of the Unemployed 5-089
Analysis of Interindustry Variations in Trade-Union Power. 5-025
Behavioral Model of Labor Force Migration 5-031
Business Tax Incentives and Employment 5-034
Consumer Price Changes and the Cost of Imports 6-003
Demand Assumptions in a Model of Male Labor Force Participation 5-049
Determinants and Utilization of Labor Demands for Labor and Capital 5-056
Determinants of Future Growth of Female Labor Force 3-037
Determinants of Labor Supply to Unstable Employments 5-259
Domestic Impacts of an Overvalued Currency 6-010
Early Retirement and the Labor Market Dynamics of Older Workers 5-063
Earnings Declines, Social Insurance, and Poverty 5-065
Earnings Through Midlife 5-067
Econometric Analysis of Part-Time Labor Market 3-039
Econometric Models for Local Labor Markets 3-003A
Effect of Cyclic Variation in the Distribution of Income 5-074
Effects of Negative Income Tax on Educational Attainment 5-062
Effects of Placement Services on Job Corps Participants 5-083
Effects of Relative Wages on Apprenticeship Training 2-037
Effects of Social Influence on Perceptions of and Response to Work 5-162
Estimation of a General Equilibrium Job Search Model 5-273
Estimation of Completed Unemployment Spell Durations 5-097
Female Occupational Choice and Family Formation 5-105
Hospital Union Wage Effects 5-115
Household Life Cycle Model: Econometric Model 5-116
Human Capital Earning Functions 5-090
Identifying Optimal Groups for Judgmental Decisions 5-118
Inequality and Urban Crisis 5-134
Internal Markets and the Demand for Labor 5-141
International Transfer of Semi-Conductor Technology 6-038
Inventory Investment and the Short-Run Demand for Labor 5-142
Issues in Unemployment Insurance Financing 5-143
Job Search Activities of the Unemployed: Theory and Evidence 5-282
Job Search Behavior and Duration 5-146
Labor Market Effects on Female Labor Force Participation 5-283
Labor Market Forecasting 3-005
Labor Productivity in Coal Industry 4-003
Labor Supply Behavior of Single Women with Children 5-156
Labor-Management Productivity Programs 5-152
Layoffs and Other Turnover Flows 5-158
Metropolitan Area Econometric Model to Estimate Employment 1-021
Microeconomic Analysis of Voluntary Labor Mobility 5-289
Minimum Wage Impact on School Enrollment and Labor Force Status 5-277
Mobility of Male Workers Employed in Female Professions 5-207
Models of Local Labor Markets and Training Programs' Success Indicators 3-003
Monograph on Occupational Forecasting 1-022
National Longitudinal Surveys of Labor Force Behavior 3-007
Nonfarm Work of Farm-Family Members 5-256
Nonseparable Approach to Labor Market Substitution 5-224
Occupational Licensure of Allied Health Programs 5-174
Off-farm Labor Supply 5-180
Output and Employment Effects of Fiscal Policy 6-046
Pathways into the World of Work: Experiences of Youth 3-007F
Psychological Influences on White-Collar Pay 5-300

  Rate of Wage Inflation 5-057
  Review and Analysis of Econometric Models 4-019
  Seasonal Farmworkers Labor Market Behavior 5-153
  Short- and Long-Run Demand for Labor Services 5-050
  Social Factors Determining Successful Training 5-099
  Social Security, Private Pensions and Labor Supply of Potential Retirees 5-212
  Static and Dynamic Labor Supply Functions 4-021
  Structure of Mobility: An Alternative Approach 5-218
  The Effects of Labor Market Concentrations on Wages 5-081
  The Effects of Supply on the U.S. and Less Developed Countries 6-024
  The Impact of Import Changes on Consumer Prices 6-054
  The Impact of Occupational Licensing on Labor Mobility 3-003C
  The Impact of Public Sector Unionism on Wage/Nonwage Benefits 5-223
  The Impact of Screening on Earnings Profiles 5-123
  The Impact of Sick Leave Provisions on Medical Care Utilization 5-124
  Theory and Estimation of Labor Supply Functions 3-025
  Trade Unions, Wages, Occupational Injury and Public Policy 5-229
  Training Information for Policy Guidance 3-006E
  Transitional Aid Research Project for Ex-Offenders 2-105
  Turnover and Wage Dynamics, 1952-1972 5-096
  Unemployment Insurance and Self-Insurance: An Analysis 5-232
  University Salary Structure and Sex Discrimination 5-305
  Wage Changes in the Construction Industry 5-239
  Wage Effects of Obtaining Unionized Employment 5-260
  Wage Inflation and Regional Migration 5-060
  Wage-Price Expectations and Cyclical Strike Behavior 5-241
  Working Life Tables for U.S. 1972 5-316
  Years for Decision 3-007B
Economic Corporations—See CORPORATIONS
ECONOMIC DEVELOPMENT
  Booklet to Aid Leaders of Communities Facing Major Layoffs 1-023
  Effect of Global Stimulation Programs on U.S. Trade and Employment 6-016
  Employment and Income Consequence of Alternative Development Strategies 5-269
  Indian Reservation Manpower 3-091
  Influence of U.S. Multinationals on Technology and Economic Developmen 6-032
  Innovative Approaches to Rural Job Creation 1-007
  Project J.E.T. 4-016
  Trends in Trade of the Newly Industrialized Countries 6-072
ECONOMIC FORECASTING—See also LABOR SUPPLY PROJECTIONS
  Developing-Country Exports to the United States 6-051
  Econometric Models for Local Labor Markets 3-003A
  Employment and Income Consequence of Alternative Development Strategies 5-269
  Employment and Income Projections for Puerto Rico in the 1980's 5-270
  Influence of Layoff and Inventory Costs 5-108
  International Trade Patterns and Unskilled Labor 6-039
  Labor Market Forecasting 3-005
  Layoffs and Other Turnover Flows 5-158
  Manpower and Economic Indicators and Forecasts 1-016
  Models of Local Labor Markets and Training Programs' Success Indicators 3-003
  Monograph on Occupational Forecasting 1-022
  Regional and Community Dimensions of International Economics 6-053
ECONOMIC GROWTH
  An Analysis of the New England Economy 4-015
ECONOMIC INDICATORS—See also LABOR MARKET INFORMATION
  Manpower and Economic Indicators and Forecasts 1-016
ECONOMIC LICENSING
  Econometric Models for Local Labor Markets 3-003A
ECONOMIC MOBILITY
  Institutional Barriers to Employment of Puerto Ricans in New York City 3-069
  Labor Market Experience of Native and Immigrant Hispanics 3-089
Economic Models—See ECONOMIC ANALYSIS AND ECONOMETRICS
ECONOMIC POLICY—Projects dealing principally with this subject appear in Chapter 4.)
  Estimation and Policy Stimulation of a Small Common Model 6-017
  Factors Shaping Employment and Mobility Opportunities for Minority Workers 3-042
  International Trade Patterns and Unskilled Labor 6-039
  Manpower Goals for American Democracy 4-004
  Manpower Research and Formation of Policy 4-011
  Regional and Community Dimensions of International Economics 6-053
  Static and Dynamic Labor Supply Functions 4-021
  Uses of Manpower Funds by Counties Under CETA 5-236
ECONOMIC STATUS
  A Socioeconomic Profile of Unemployed Mexican Americans 3-052
  An Econometric Analysis of Hispanic Employment, Wages and Earnings 3-028
  Analysis of Black-White Economic Status 5-131
  Analysis of Differential Employment Success of Spanish Americans 3-066
  Comparative Analysis of Hispanic Earnings and Unemployment 3-027
  Determinants of Economic Success 2-010
  Determining Job Linkages Between Industry and the Community 3-071
  Determining Nature of Hispanic Employment Problems 3-067
  Dual Careers 3-007D
  Early Labor Force Withdrawal and Men Who Leave Before Age 62 5-018
  Hispanic Economic Status and Discrimination in Florida 3-056
  Labor Market Experience of Native and Immigrant Hispanics 3-089
  Measuring Economic Status and Discrimination of Chicanos 3-070
  Socioeconomic Mobility and Assimilation of Mexican Immigrants 3-068
  Structure of Chicano Rural Labor Market Jobs 3-053
ECONOMIC WELFARE—See also WELFARE PROGRAMS
  Manpower Conflicts Arising from Mass Layoff 3-006D
  Rural Female Labor Force Participation 5-203
ECONOMICS
  Training Information for Policy Guidance 3-006E
ECONOMICS COURSES
  Harvard Summer Institute for ETA Administrators 1-029
ECONOMISTS—See also AGRICULTURAL ECONOMISTS
  Labor Market for Economists 5-154
EDUCATION—Projects dealing principally with this subject appear in Chapter 2A.) See also particular aspect of education.
  Analysis of Black-White Economic Status 5-131
  Analysis of the CBHSD Program for CETA Clients 2-002
  Career Thresholds 3-007C
  Competency-Based High School Diploma 2-004
  Demonstration of Alternative Youth Approaches 2-006
  Development of a Benefit-Cost Methodology for Apprenticeship 2-032
  Dual Careers 3-007D
  English Language Mastery of Bilinguals 3-073
  Health Services Mobility Study (HSMS) 2-048
  Immigrants in the Labor Force 3-094
  Implementing the Findings of HSMS 2-046
  Inequality and Urban Crisis 5-134
  Labor Market Information and Job Skills 1-020
  Manpower Research and Formation of Policy 4-011
  National Longitudinal Surveys of Labor Force Behavior 3-007
  Pathways into the World of Work: Experiences of Youth 3-007F
  Referral and Support System for Dropouts 2-005
  Research and Assessment on LMI and Job Search Skills Demonstration 1-018
  Retired Teachers as a Supplementary Educational Resource 2-015
  Social Workers in Manpower Programs 5-215
  Studies of Job Corps Allowances System and Home Leave Policy 2-012
  The Occupational Success of Young Women 5-179
  Training Programs in Michigan Prisons 5-032
  Unionism in Institutions of Higher Learning 5-234
  Utilization of Health Services Mobility Study 2-047

  Years for Decision ... 3-007B
  Youth Labor Market Experience Study ... 2-017
EDUCATIONAL ASPIRATIONS—See also ASPIRATIONS
  Career Thresholds ... 3-007C
  Job Placement Services in Colleges ... 2-003
  Quantity, Quality, and Sex Mix of Medical School Applicants ... 5-023
  Sex Differences in Early Contingencies in Attainment ... 5-304
  Training Information for Policy Guidance ... 3-006E
  Years for Decision ... 3-007B
EDUCATIONAL ATTAINMENT—See also ATTAINMENT
  A Comparative Analysis of White, Black, and Latino Income Distributions ... 5-039
  Early Career Contingencies of Status Attainment ... 5-264
  Effects of Negative Income Tax on Educational Attainment 5-062
  Impact of Family and Education on Attaining High Income 5-120
  Microeconomic Model of the Distribution of Labor Income 5-170
  Overeducation in the U.S. Labor Market ... 5-183
  Quantity, Quality, and Sex Mix of Medical School Applicants ... 5-023
  Role of Husband Support on Wife's Return to School ... 5-197
  Sex Differences in Early Contingencies in Attainment ... 5-304
  Trends in Women's Education, Attainment, Earnings, and Occupations ... 5-029
EDUCATIONAL EFFECT ON CAREER PATTERNS—See also RETURNS ON EDUCATIONAL INVESTMENT
  Career Patterns of 2-Year College Graduates ... 5-035
  Coop Education in School-to-Work Transition ... 2-014
  Sex Differences in Early Contingencies in Attainment ... 5-304
  Trends in Women's Education, Attainment, Earnings, and Occupations ... 5-029
Educational Materials—See INSTRUCTIONAL MATERIALS
EEA—See EMERGENCY EMPLOYMENT ACT
EEOC—See EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
EFFECTIVENESS OF PROGRAMS—See also PREDICTION OF SUCCESS IN PROGRAMS; TRAINING EFFECTIVENESS AND IMPACT
  Demonstration Research on the VEP-III Program for Youth ... 2-008
  Evaluation of Demonstration Project on Youth Career Development ... 2-009
  Labor-Management Productivity Programs ... 5-152
  Manpower Research and Formation of Policy ... 4-011
  Measuring the Effectiveness of Counseling in the ES ... 1-042
  Measuring the Quality of CETA Training—A Feasibility Study ... 2-040
  Survey of Apprenticeship Programs in Federal Prisons ... 2-041
  Training Programs in Michigan Prisons ... 5-032
  Unemployment Insurance in Transition ... 5-311
  Use of Biographical Information System in WIN Programs.. 2-084
Effectiveness of Training—See TRAINING EFFECTIVENESS AND IMPACT
ELASTICITY OF LABOR DEMAND
  Effects of Relative Wages on Apprenticeship Training ... 2-037
  Impact of the Work Incentive Program on Local Labor Markets ... 5-127
ELASTICITY OF LABOR SUPPLY
  Determinants of Labor Supply to Unstable Employments ... 5-259
  Hospital Union Wage Effects ... 5-115
  Household Heads, Job Search, and Quit Behavior ... 5-145
  Theory and Estimation of Labor Supply Functions ... 3-025
Elderly People—See OLDER WORKERS
ELECTRONICS INDUSTRY
  Factors Shaping Employment and Mobility Opportunities for Minority Workers ... 3-042
  Trade and Employment in the Electronics Industry ... 6-065
ELITE OCCUPATIONS—See also OCCUPATIONAL STATUS; HIGH-LEVEL JOBS
  Training Information for Policy Guidance ... 3-006E
EMERGENCY EMPLOYMENT ACT (1971)
  Manpower Research and Formation of Policy ... 4-011
  Multiproject Demonstration of Manpower Development ... 1-005
EMPLOYABILITY DEVELOPMENT—See also PUBLIC EMPLOYMENT SERVICE; WORK INCENTIVE (WIN) PROGRAM; CONCENTRATED EMPLOYMENT PROGRAM; PREVOCATIONAL TRAINING
  Job Services to Chicano Ex-Offenders and Ex-Addicts ... 3-045
EMPLOYABILITY DEVELOPMENT TEAMS
  Documentation and Analysis of National Program for Selected Population Segments ... 3-038
  Industry Involvement with CETA Sponsors ... 1-002
Employee Commitment—See WORK ATTITUDES
EMPLOYER ATTITUDES—See also ATTITUDES
  Department of Labor's Adverse Wage Regulation in Guam. 4-007
  Employer Attitudes and Practices Toward Youth ... 3-111
  Employment of Handicapped in State Civil Service ... 3-107
  Feasibility of Vouchers for Training in WIN ... 2-064
  Study of Urban and Rural Nonreservation Indian Employment and Training Programs ... 3-032
  The Employment of Dual-Career Couples ... 5-272
EMPLOYER PLANNING—See also LABOR DEMAND
  Adjustment Costs in the Theory of Labor Demand, Productivity, and Unemployment ... 5-017
  Manpower Research and Formation of Policy ... 4-011
EMPLOYER PRACTICES AND POLICIES—Projects dealing principally with this subject appear in Chapter 3C.) See specific employer practices and policies.
  Clearinghouse on Productivity and Quality of Working Life 3-100
  Comparative On-the-Job Experiences of Hispanics, Blacks, and Whites ... 3-074
  Determining Nature of Hispanic Employment Problems ... 3-067
  Effects of a Merger on the Company and Employees ... 5-307
  Employer Attitudes and Practices Toward Youth ... 3-111
  Identifying Optimal Groups for Judgmental Decisions ... 5-118
  Institutional Barriers to Employment of Puerto Ricans in New York City ... 3-069
  Manpower in Local Government ... 3-006B
  On-the-Job Experiences of Mexican Americans in PSE Jobs 3-088
  Permanent Part-Time Employment: Exploratory Analysis ... 3-114
  Reference Source on Worksharing ... 3-118
  Selection and Career Advancement in an Internal Labor Market ... 3-113
EMPLOYER SERVICES
  Experimental Design of Net Benefit Analysis of the Employment Service ... 1-038
  Study of ES Job Orders, Cancellations, and Referral Process ... 1-047
Employer Tax Credit—See WORK INCENTIVE (WIN) PROGRAM
EMPLOYERS
  An Evaluation of the Trade Adjustment Program ... 5-077
EMPLOYMENT—See also specific aspects of employment.
  A Study of Swapping ... 5-246
  A Study of Women's Labor Force Participation and Fertility ... 3-021
  Booklet to Aid Leaders of Communities Facing Major Layoffs ... 1-023
  Career Thresholds ... 3-007C
  CETA Prime Sponsors in the Criminal Justice Field ... 2-102
  Concentration and Employment Fluctuation ... 5-042
  Determinants and Consequences of Young Women's Attitudes Toward Work ... 5-257
  Domestic Impacts of an Overvalued Currency ... 6-010
  Dual Careers ... 3-007D
  EEO Programs Effect on Minorities and Women in Federal Agencies ... 5-114
  Effect of Changes in Women's Labor Force Participation Rates ... 5-073
  Employment and Earnings Analysis of Differences in Men and Women ... 3-014
  Employment and Income Consequence of Alternative Development Strategies ... 5-269
  Employment, Income, Marriage, and Divorce of Women ... 5-271
  Immigrants in the Labor Force ... 3-094
  Impact of Quota and Tariff Restrictions on Steel Industry Employment ... 6-026
  Indian Reservation Manpower ... 3-091
  Influence of U.S. Multinationals on Technology and Economic Developmen ... 6-032
  Internal Markets and the Demand for Labor ... 5-141
  Job Finding and Performance of Addicts/Ex-Addicts ... 2-094
  Labor Adjustment to Employment Reductions ... 6-060
  Manpower Impact of Mexico's Peso Devaluation on Border Labor Market ... 3-051
  Manpower Research and Formation of Policy ... 4-011
  Metropolitan Area Econometric Model to Estimate Employment ... 1-021

- Project J.E.T. 4-016
- Public Utility Internal Labor Market Study 3-095
- Quota and Tariff Restrictions on Employment in the U.S. Footwear Industry 6-027
- Role Adjustment Among Impaired Workers 5-019
- Seasonal Farmworkers Labor Market Behavior 5-153
- Sheltered Workshops and Handicapped Clients Survey 2-054
- Study of Successful Reentry of Older Women into the Labor Force 3-017
- Training Programs in Michigan Prisons 5-032
- Wage Changes in the Construction Industry 5-239
- Women's Work-Relevant Attitudes and Employment Behavior 3-015
- Years for Decision 3-007B

Employment Agencies, Public—See PUBLIC EMPLOYMENT SERVICE

Employment And Training Administration—See specific Employment and Training agencies, programs or policies

EMPLOYMENT AND TRAINING LEGISLATION—See also COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA)
- Manpower Research and Formation of Policy 4-011

EMPLOYMENT AND TRAINING POLICY—Projects dealing principally with this subject appear in Chapter 4.)
- Demographic Trends, Labor Force Changes, and the Economy 3-002
- Evaluation of European Programs for Trade Impacted Workers 6-052
- Implications of Current Immigration Policies 3-002A
- Income and Employment 4-009
- Western European Labor Market Adjustment Policies 6-041

EMPLOYMENT AND TRAINING PROGRAM MANAGEMENT
- Design for Low-Cost Hispanic Data Collection and Program Planning 3-062
- Harvard Summer Institute for ETA Administrators 1-029
- Introduction of CETA in Eastern Massachusetts 1-003
- Multiproject Demonstration of Manpower Development 1-005
- Study of Urban and Rural Nonreservation Indian Employment and Training Programs 3-032
- Training Information for Policy Guidance 3-006E
- Transition to CETA in Ohio 1-008
- Workshops and Dissertation Research Project for Minority Scholars 1-052

EMPLOYMENT AND TRAINING PROGRAM SERVICES AND TECHNIQUES—See also PROGRAM SERVICES AND TECHNIQUES
- CETA Prime Sponsors in the Criminal Justice Field 2-102
- Exemplary Veterans Employment and Training Programs 1-037
- Helping Farmworkers Develop Alternative Employment 3-093
- Manpower Research and Formation of Policy 4-011
- Multiproject Demonstration of Manpower Development 1-005

Employment and Training Program Staffing—See EMPLOYMENT SERVICE STAFF

EMPLOYMENT AND TRAINING SERVICES INFORMATION
- Testing Feasibility of Developing Data on Nonregistered Apprentices 2-043

Employment Counseling—See COUNSELING AND GUIDANCE

EMPLOYMENT OPPORTUNITIES—See also EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
- Barriers to Women in Nontradional Skilled Blue-Collar Jobs 3-079
- Handbook for Employment of the Slow Learner 2-096
- Manpower Research and Formation of Policy 4-011
- One-Stop Apprenticeship Opportunity Center 2-035
- Physical Rehabilitation and Employment of AFDC Recipients 2-076
- Population Decrease and Employment in Agricultural Communities 5-199
- Relationship Between Employment, Unemployment, and Migration 3-004
- State Employment Service Professional Selection System 1-039
- Training Information for Policy Guidance 3-006E
- Women in Nontraditional Blue-Collar Jobs 3-119

EMPLOYMENT PATTERNS—See also CAREER PATTERNS; LABOR FORCE BEHAVIOR
- Characteristics of Undocumented Residents in Los Angeles 3-034
- Conference on Longitudinal Study of Men in Pre-Retirement Years 3-087
- Dual Careers 3-007D
- Early Labor Force Withdrawal and Men Who Leave Before Age 62 5-018
- Effectual Study of Early Work Experience of Young Men 3-009
- Feasibility Study: Survey of Employers of Undocumented Aliens 3-108
- Feminization of Clerical Work in Boston 5-106
- Foreign Policy Aspects of U.S. Immigration Policies 4-024
- Immigrants in the Labor Force 3-094
- Job Relocation Among College Professors 5-281
- Job Sharing and Flexible Time Arrangement 3-101
- Manpower in Local Government 3-006B
- Manpower Research and Formation of Policy 4-011
- Midlife Career Change: Coping with Transitions in Employment 5-290
- National Longitudinal Surveys of Labor Force Behavior 3-007
- Output and Employment Effects of Fiscal Policy 6-046
- Pathways into the World of Work: Experiences of Youth 3-007F
- Pre-Retirement Years 3-007A
- Push Factors in Mexican Migration to the United States 4-018
- Review and Analysis of Econometric Models 4-019
- The Case of Married Women: Participation in Workforce 5-228
- The Effects of Mobility on Earnings Progression for Women 5-082
- The Youth Labor Market 3-099
- Training Information for Policy Guidance 3-006E
- Undocumented Labor and Conditions in N.y. City Garment Industry 3-120
- WIN/Welfare Tax Credits 2-058
- Years for Decision 3-007B
- Youth Labor Market Experience Study 2-017

EMPLOYMENT POLICY
- Barriers to Women in Nontradional Skilled Blue-Collar Jobs 3-079
- Federal Policy Concerning Women from 1945 to 1966 5-102
- Manpower Research and Formation of Policy 4-011
- Net Impact of the Federal Employment Tax Credit 5-171
- WIN/Welfare Tax Credits 2-058

Employment Security Agencies—See PUBLIC EMPLOYMENT SERVICE

Employment Service—See PUBLIC EMPLOYMENT SERVICE

EMPLOYMENT SERVICE MANAGEMENT—See also EMPLOYMENT AND TRAINING PROGRAM MANAGEMENT
- Committee on Occupational Classification and Analysis 1-010
- Determining ES Penetration Rate 1-030
- ES Office Relocation 1-034
- USES Management Information Needs 1-014

EMPLOYMENT SERVICE STAFF—See also STAFF TRAINING
- Enhancing the Effectiveness of the Federal Bonding Program 2-095
- Multiproject Demonstration of Manpower Development 1-005
- State Employment Service Professional Selection System 1-039

Employment Service Staff Training—See EMPLOYMENT SERVICE STAFF

EMPLOYMENT TERMINATION—See also JOB RETENTION; LAYOFFS
- Adjusting to Employment Termination 5-248
- An Evaluation of the Trade Adjustment Program 5-077
- Emotional Reactions of Workers Who Lost Jobs in a Plant Closing 5-101
- Examination of Approaches to Predict Withdrawal Behavior 5-040
- Manpower Research and Formation of Policy 4-011
- Organizational Strategies: Jobs and Local Economics 5-294
- The Social Costs of Unemployment 5-209

ENERGY
- Manpower Research and Formation of Policy 4-011
- Review and Analysis of Econometric Models 4-019

ENGINEERS
- Work on Science and Engineering Newsletter for Blacks, Grades 4-8 1-013

ENGLISH AS A SECOND LANGUAGE
- English Language Mastery of Bilinguals 3-073

ENTRY-LEVEL EMPLOYEE PROBLEMS
- Multiproject Demonstration of Manpower Development 1-005
- Restructuring Health Manpower Organizations 2-050

Environment—See WORK ENVIRONMENT
EQUAL EMPLOYMENT OPPORTUNITY ACT (1972)—See also EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
  Occupational Segregation by Sex ... 5-292
  Training Information for Policy Guidance ... 3-006E
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION—See also BLACKS; WOMEN; MINORITIES; DISCRIMINATION; SPANISH-SPEAKING AMERICANS
  State Employment Service Professional Selection System ... 1-039
ESKIMOS
  Technological Change in Two Arctic Communities ... 5-227
ESL—See ENGLISH AS A SECOND LANGUAGE (ESL)
ETHNIC GROUPS
  Factors Shaping Employment and Mobility Opportunities for Minority Workers ... 3-042
  Occupational/Industrial Distribution of Four Ethnic Groups ... 5-175
  Social Transformations: A Study of Cape Verdeans ... 5-214
EUROPE
  Evaluation of European Programs for Trade Impacted Workers ... 6-052
  Technical Support for the DOL Task Force on Apprenticeship ... 2-042
  Training Information for Policy Guidance ... 3-006E
  Western European Labor Market Adjustment Policies ... 6-041
  Youth Labor Market ... 3-006C
EVALUATION—See also ASSESSMENT AND EVALUATION
  Validation of Work Sample Battery ... 2-086
EX-OFFENDERS—See also OFFENDERS
  Documentation and Analysis of National Program for Selected Population Segments ... 3-038
  Alternative Youth Employment Strategies Program ... 2-087
  Analytical Monograph on TARP Project ... 2-098
  Assessing Services to and Problems of Hispanic Ex-Offenders ... 3-044
  Employer Attitudes Toward Ex-Offenders ... 5-251
  Employment, Criminality and Criminal Recidivism ... 5-095
  Enhancing the Effectiveness of the Federal Bonding Program ... 2-095
  Impact of a California Bill on Employment and Recidivism ... 2-097
  Job Services to Chicano Ex-Offenders and Ex-Addicts ... 3-045
  Social Factors Determining Successful Training ... 5-099
  Transitional Aid Research Project for Ex-Offenders ... 2-105
EX-PRISONERS
  Transitional Aid Research Project for Ex-Offenders ... 2-105
Exemplary Rehabilitation Certificate Program—See VETERANS
Expectancy Theory—See MOTIVATION
EXPERIMENTAL EMPLOYMENT AND TRAINING LABORATORIES
  Manpower Programing and Social Work Expertise ... 1-027
EXPERIMENTAL MODEL
  Alternative Youth Employment Strategies Program ... 2-087
  Personality/Situation Effects on Job Search and Job Choice ... 5-100
  Use of Vouchers for the Purchase of Social Services ... 2-089
EXPORT SUBSIDIES
  Qualification of Effects of Non-Tariff Barriers ... 6-055
  Quantification of the Effects of Non-Tariff Barriers ... 6-056

F

FAIR LABOR STANDARDS ACT—See also MINIMUM WAGE LAWS
  Sheltered Workshops and Handicapped Clients Survey ... 2-054
FAMILIES—See also FATHERS; MOTHERS; HOUSEHOLDS
  An Analysis of Female Heads of Families ... 5-167
  Community Structure and the Experiences of Shift Workers ... 5-253
  Determinants of Economic Success ... 2-010
  Dual Careers ... 3-007D
  Earnings, Occupational Choice, and Early Family Formation ... 5-265
  Husbands in Dual Career Families ... 5-117
  Impact of Child Support Enforcement Program ... 5-119
  Income and Employment ... 4-009
  Influence of Mexican-american Family Patterns on Job Placement ... 5-135
  Labor Force Mobility of Females ... 5-027
  Paternal Authority, Work Training, and Income Maintenance Programs ... 2-075
  Pathways into the World of Work: Experiences of Youth ... 3-007F
  Racial Inequality in Family Welfare ... 5-194
  Role of Husband Support on Wife's Return to School ... 5-197
  The Employment of Dual-Career Couples ... 5-272
  The Impact of Federal Income Security Programs on Work and Family ... 2-066
  Total Family Support ... 2-081
  Work and Income in Urban Poverty Areas ... 3-090
  Work Commitment Among Young Women ... 5-245
  Work, Welfare, and the Increase in Women Living Independently of Men ... 5-247
FARMWORKERS—See also MIGRANTS
  Agricultural Technology Change and California Farmworkers ... 3-063
  Citrus Labor Market Demonstration Project ... 3-035
  Effects of Technology on Organizational Structure ... 5-076
  Helping Farmworkers Develop Alternative Employment ... 3-093
  Manpower Research and Formation of Policy ... 4-011
  Nonfarm Work of Farm-Family Members ... 5-256
  Seasonal Agricultural Labor Market Research Strategy ... 4-023
  Seasonal Farmworkers Labor Market Behavior ... 5-153
FATHERS—See also FAMILIES; MEN
  Paternal Authority, Work Training, and Income Maintenance Programs ... 2-075
FEASIBILITY STUDY
  Large-Scale Public Job Creation ... 2-018
  Retaining Problem Drinkers on the Job ... 2-092
  Retired Teachers as a Supplementary Educational Resource ... 2-015
Federal Contract—See FEDERAL FUNDING
FEDERAL FUNDING—See also PLANNING, RESEARCH, AND DEVELOPMENT
  Reduced Research Funding and University Scientists ... 5-059
FEDERAL GOVERNMENT
  EEO Programs Effect on Minorities and Women in Federal Agencies ... 5-114
  Internal Allocation of Labor in a Civil Service Merit System ... 5-028
  Research Design on Federal Government Employment ... 3-081, 3-080
  Research on Operation of Federal Government Labor Market ... 3-031
FEMALES—See also WOMEN
  Determinants and Consequences of Young Women's Attitudes Toward Work ... 5-257
  Earnings and Human Capital Investment ... 5-064
  Female Occupational Choice and Family Formation ... 5-105
  Labor Market Effects on Female Labor Force Participation ... 5-283
  The Effects of Mobility on Earnings Progression for Women ... 5-082
  Uses of Manpower Funds by Counties Under CETA ... 5-236
  Working Life Tables for U.S. 1972 ... 5-316
FERTILITY—See also WOMEN; POPULATION
  A Study of Women's Labor Force Participation and Fertility ... 3-021
  Female Occupational Choice and Family Formation ... 5-105
  The Case of Married Women: Participation in Workforce ... 5-228
  Wife's Labor Force Participation and Fertility ... 5-314
  Years for Decision ... 3-007B
FILMS
  Employment of Handicapped in State Civil Service ... 3-107
  Retaining Problem Drinkers on the Job ... 2-092
  Study of Urban and Rural Nonreservation Indian Employment and Training Programs ... 3-032
FISCAL POLICY—See also FEDERAL FUNDING
  Business Tax Incentives and Employment ... 5-034
  Manpower Research and Formation of Policy ... 4-011
FLORIDA
  Analysis of Differential Employment Success of Spanish Americans ... 3-066
  Hispanic Economic Status and Discrimination in Florida ... 3-056
  Institutional Grants (1978): The University of Alabama ... 5-005
  Local Needs Assessment of Hispanic CETA Clients ... 3-065
  Recipients of Federal Supplemental Benefits and Special Unemployment Assistance ... 2-099
FOOD STAMP RECIPIENTS
  Men in WIN ... 2-073
FOOTWEAR INDUSTRY
  Quota and Tariff Restrictions on Employment in the U.S. Footwear Industry ... 6-027

- FOREIGN EMPLOYMENT AND TRAINING POLICY
  - Clearinghouse on Productivity and Quality of Working Life 3-100
  - Dynamics and Effects of U. S.-Mexican Border Economy 3-049
- FOREIGN PRODUCTION COSTS
  - Price Behavior in U.S. Industries 6-047
  - The Effects of the U.S. Tariff Foreign Assembly Provision 6-013
- FOREIGN TRADE AND INVESTMENTS
  - Changes in U.S. Market Share 6-007
  - Changing U.S. Comparative Advantage and Its Impact on Employment 6-008
  - Developing-Country Exports to the United States 6-051
  - Domestic Impacts of an Overvalued Currency 6-010
  - Effect of Global Stimulation Programs on U.S. Trade and Employment 6-016
  - Effects of International Market Linkages 6-012
  - Effects of Nontariff Barriers in the Major Trading Countries 6-025
  - Estimating Substitution Possibilities Between Imports and Domestic Production 6-014
  - Estimating the Distributional Consequences of Direct Foreign Investment 6-015
  - Evaluation of Japanese Nontariff Barriers 6-009
  - Foreign Multinationals in the United States 6-050
  - Foreign Policy Aspects of U.S. Immigration Policies 4-024
  - Foreign Trade and the Growth of the Service Economy 6-022
  - Hedonic Demand Model for Automobiles 6-023
  - Impact of Foreign Trade and Investment on Labor 6-028
  - Impact of Quota and Tariff Restrictions on Steel Industry Employment 6-026
  - Import Penetration Problems: Past, Present, Future 6-029
  - Importation of Labor Services in the U.S. 5-130
  - Improving International Safeguard Procedures 6-030
  - Influence of U.S. Multinationals on Technology and Economic Developmen 6-032
  - Interaction Between Domestic and Foreign Investment 6-033
  - International Trade and the Interests of Labor 6-070
  - International Trade Indicators and Prices in a Aggregative Economic Model 6-037
  - International Transfer of Industrial Technology 6-035
  - International Transfer of Semi-Conductor Technology 6-038
  - Labor Turnover and Experienced Worker Unemployment 6-042
  - Laid-off Workers in Manufacturing 6-006
  - Location of Manufacturing Production by U.S. Multinational Enterprises 6-043
  - Manpower Research and Formation of Policy 4-011
  - Merits of Tariffs, Quotas and Other Trade Policy Instruments 6-059
  - Offshore Assembly and Production and Inter-Affiliate Trade 6-044
  - Price Response in Markets 6-048
  - Qualification of Effects of Non-Tariff Barriers 6-055
  - Quantification of the Effects of Non-Tariff Barriers 6-056
  - Quota and Tariff Restrictions on Employment in the U.S. Footwear Industry 6-027
  - Relation Between Trade and Employment 6-057
  - Relationship Between Trade and Employment 6-058
  - Sectoral and Other Dimensions of Working Displacements 6-061
  - Short and Long Run Determinants of Trade and Its Impact on Workers 6-062
  - Short-Run Effects of Trade Liberalization 6-063
  - Tariff Items 806.30 and 807.00 6-068
  - Taxation and Multinational Firm Behavior 6-069
  - The Effects of Supply on the U.S. and Less Developed Countries 6-024
  - The Effects of the U.S. Tariff Foreign Assembly Provision 6-013
  - Trade Adjustment Assistance Program 6-019
  - Trade and Employment in the Chemical Industry 6-071
  - Trade and Employment in the Electronics Industry 6-065
  - Trends in Trade of the Newly Industrialized Countries 6-072
  - U.S. Trade Policy: Formation and Effects 6-073
- Four-day Workweek—See WORK SCHEDULES
- FRICTIONAL UNEMPLOYMENT
  - Determinants of the Incidence and Duration of Frictional Unemployment 5-055
  - Estimation of a General Equilibrium Job Search Model 5-273
- FRINGE BENEFITS
  - An Analysis of Unions; Race; Wage Nonwage Competition 5-249
  - Analysis of Interindustry Variations in Trade-Union Power 5-025
  - Department of Labor's Adverse Wage Regulation in Guam 4-007
  - Employee Stock Ownership: A Microeconomic Analysis 5-094
  - Fringe Benefits and Overtime Costs in the Automobile Industry 5-078
  - Labor Supply Function for Older Males 5-201
  - Retaining Problem Drinkers on the Job 2-092
  - Sheltered Workshops and Handicapped Clients Survey 2-054
  - The Impact of Public Sector Unionism on Wage/Nonwage Benefits 5-223
  - Training Information for Policy Guidance 3-006E
  - Union Impact on Supplementary Employee Compensation 5-087
- Fruit and Vegetable Harvesting—See FARMWORKERS

G

- GED EXAM
  - Competency-Based High School Diploma 2-004
- Geographic Immobility—See GEOGRAPHIC MOBILITY
- GEOGRAPHIC MOBILITY—See also MIGRATION; MOBILITY ASSISTANCE
  - Analysis of Black-White Economic Status 5-131
  - Behavioral Model of Labor Force Migration 5-031
  - Career Thresholds 3-007C
  - Dual Careers 3-007D
  - Econometric Models for Local Labor Markets 3-003A
  - Job Search and Relocation Assistance Pilot Project 2-091
  - Labor Mobility and Income Change 5-285
  - Lawyer Earnings and Barriers to Entry 5-286
  - Models of Local Labor Markets and Training Programs' Success Indicators 3-003
  - Multiracial Work Forces in Coal, 1880-1930 5-109
  - Relationship Between Employment, Unemployment, and Migration 3-004
  - Socioeconomic Profile of Outsettled Migrant Families 3-060
  - The Impact of Occupational Licensing on Labor Mobility 3-003C
  - Wage Inflation and Regional Migration 5-060
  - Years for Decision 3-007B
- GEORGIA
  - Institutional Grants (1978): The University of Alabama 5-005
  - Low-Income Families in Four Rural Counties 3-040
  - Recipients of Federal Supplemental Benefits and Special Unemployment Assistance 2-099
  - Transitional Aid Research Project for Ex-Offenders 2-104
  - White Workers in the Post-Bellum South 5-182
- GEORGIA, ATLANTA
  - Improving Entry of Minority Women into Professional and Managerial Jobs 2-051
  - Training Information for Policy Guidance 3-006E
- GHETTO RESIDENTS—See also INNER-CITY RESIDENTS
  - Geographical Immobility and Low-Income Area Unemployment 5-080
  - Training Information for Policy Guidance 3-006E
  - Work and Income in Urban Poverty Areas 3-090
- GI BILL OF RIGHTS—See also VETERANS
  - An Analysis of Training Under the GI Bill 2-029
- Girls—See YOUNG WOMEN
- Goods Producing Industries—See MANUFACTURING
- Government Contract—See FEDERAL FUNDING
- GOVERNMENT POLICIES—See also FEDERAL FUNDING; EMPLOYMENT AND TRAINING POLICY
  - Approach to Measuring the Costs of Adjustment Assistance 6-005
  - Competitiveness in Japanese Tape and Home Video-Tape Recorders 6-064
  - Evaluation of European Programs for Trade Impacted Workers 6-052
  - Evaluation of Trade Adjustment Assistance 6-020
  - Immigrants in the Labor Force 3-094
  - Improving International Safeguard Procedures 6-030
  - Internal Allocation of Labor in a Civil Service Merit System 5-028
  - International Aspects of Occupational Health Regulations 6-034
  - Job Search Activities of the Unemployed: Theory and Evidence 5-282
  - Legislative and Administrative Changes on Workers' Compensation 5-278
  - optimizing Trade Adjustment Through Tariffs and Subsidies 6-045
  - Output and Employment Effects of Fiscal Policy 6-046
  - Race and Economics: A Human Capital Inquiry 5-193
  - Western European Labor Market Adjustment Policies 6-041

  Worker Adaptation to Internationally-Induced Job Loss 6-074
GOVERNMENT PROGRAM IMPACT
  Impact of Government Programs on Black Americans: 1947 to 1975 5-121
  Impact of Large Public Programs 3-006A
  Manpower Impact of Government Programs and Policies 4-010
GOVERNMENT WORK
  Apprenticeship Training in Public Works 2-031
GUAM
  Department of Labor's Adverse Wage Regulation in Guam 4-007
Guaranteed Job Program—See PUBLIC EMPLOYMENT PROGRAMS
Guidance—See COUNSELING AND GUIDANCE
GUIDELINES FOR EMPLOYMENT AND TRAINING PROGRAMS—See also PLANNING AND ADMINISTRATION; EMPLOYMENT AND TRAINING PROGRAM MANAGEMENT
  Improve Linkage Through Regional Staffs 1-040
  Public Service Roles for Youth 2-026

H

HANDBOOKS—See also INSTRUCTIONAL MATERIALS
  Documentation and Analysis of National Program for Selected Population Segments 3-038
  Assessment Techniques for Disadvantaged in Manpower Programs 2-083
  Cooperative Action to Improve Occupational Regulation 4-006
  ES Office Relocation 1-034
  Feasibility of Vouchers for Training in WIN 2-064
  Handbook for Employment of the Slow Learner 2-096
  Health Services Mobility Study (HSMS) 2-048
  Improving Entry of Minority Women into Professional and Managerial Jobs 2-051
  Job Help for Arrestees 2-100
  Manpower Research and Formation of Policy 4-011
  National Longitudinal Surveys of Labor Force Behavior 3-007
  Study of Urban and Rural Nonreservation Indian Employment and Training Programs 3-032
HANDICAPPED
  Documentation and Analysis of National Program for Selected Population Segments 3-038
  An Economic Evaluation of Vocational Rehabilitation in Louisiana 5-068
  Early Labor Force Withdrawal and Men Who Leave Before Age 62 5-018
  Employment of Handicapped in State Civil Service 3-107
  Handbook for Employment of the Slow Learner 2-096
  Manpower Research and Formation of Policy 4-011
  Physical Rehabilitation and Employment of AFDC Recipients 2-076
  Predicting Earnings 5-187
  Rearranged Schedules for the Handicapped 3-117
  Role Adjustment Among Impaired Workers 5-019
  Sheltered Workshops and Handicapped Clients Survey 2-054
HARDCORE—See also UNEMPLOYMENT
  Geographical Immobility and Low-Income Area Unemployment 5-080
HAWAII
  Development of a Regional Computer-Based Management Information System 1-017
  Institutional Grants (1978): California State University 5-015
Heads of Families—See FAMILIES
HEALTH
  A Study of Wisconsin's Workmen's Compensation 5-221
  Adjusting to Employment Termination 5-248
  Career Thresholds 3-007C
  Community Structure and the Experiences of Shift Workers 5-253
  Conference on Longitudinal Study of Men in Pre-Retirement Years 3-087
  Dual Careers 3-007D
  Earnings Declines, Social Insurance, and Poverty 5-065
  Effects of Child Health Status on Maternal Labor Supply 5-266
  Physical Rehabilitation and Employment of AFDC Recipients 2-076
  Pre-Retirement Years 3-007A
  Role Adjustment Among Impaired Workers 5-019
  The Impact of Sick Leave Provisions on Medical Care Utilization 5-124
HEALTH AND SAFETY ATTITUDES—See also OCCUPATIONAL SAFETY AND HEALTH
  Effectiveness in Work Roles 3-105
HEALTH CARE
  Evaluation of Public Service Employment in Home Care Field 2-022, 2-021
  Factors Influencing the Use of New Health Professionals 5-086
  Job Corps Health Study 2-090
  Noneconomic Impacts of Job Corps 2-013
  The Impact of Sick Leave Provisions on Medical Care Utilization 5-124
  Training Information for Policy Guidance 3-006E
HEALTH CARE INDUSTRY—See also HEALTH OCCUPATIONS
  Evaluation of Public Service Employment in Home Care Field 2-022, 2-021
  Factors Shaping Employment and Mobility Opportunities for Minority Workers 3-042
  Training Information for Policy Guidance 3-006E
HEALTH OCCUPATIONS—See also PHYSICIANS; NURSES; HEALTH CARE INDUSTRY
  Demand and Training for Dental Hygienists 5-048
  Development of a Hospital Union, 1948-1973 5-261
  Evaluation of Public Service Employment in Home Care Field 2-022, 2-021
  Factors Influencing the Use of New Health Professionals 5-086
  Health Careers Guidebook Revision 2-011
  Health Manpower Under CETA 3-036
  Health Services Mobility Study (HSMS) 2-048
  Hospital Union Wage Effects 5-115
  Impact of Large Public Programs 3-006A
  Implementing the Findings of HSMS 2-046
  Occupational Licensure of Allied Health Programs 5-174
  Quantity, Quality, and Sex Mix of Medical School Applicants 5-023
  Restructuring Health Manpower Organizations 2-050
  Supply of Nursing Services in Canadian Labor Markets in 1971 5-072
  The Supply of Professional and Nonprofessional Nurses 5-308
  The Training of Foreign House Staff 5-230
  Training Information for Policy Guidance 3-006E
  Utilization of Health Services Mobility Study 2-047
  Vocational Adjustment of Physician Assistants 5-237
Help-Wanted Ads—See NEWSPAPER ADVERTISEMENTS
High School Dropouts—See DROPOUTS
HIGH SCHOOLS—See also DROPOUTS; VOCATIONAL EDUCATION
  Analysis of the CBHSD Program for CETA Clients 2-002
  Career Thresholds 3-007C
  Coop Education in School-to-Work Transition 2-014
HIGH-LEVEL JOBS—See also ELITE OCCUPATIONS
  Training Information for Policy Guidance 3-006E
HIRING
  Screening in the Labor Market 5-205
HIRING PRACTICES—See also RECRUITMENT; JOB PLACEMENT
  Biographical Prediction Instrument 5-252
  Employer Attitudes Toward Ex-Offenders 5-251
  Employment of Handicapped in State Civil Service 3-107
  Feasibility Study: Survey of Employers of Undocumented Aliens 3-108
  Impact of Court Cases on Minority Employment 3-109
  Improving Entry of Minority Women into Professional and Managerial Jobs 2-051
  Psychological Testing and Educational Credentials of Police 5-111
  Public Utility Internal Labor Market Study 3-095
  State Employment Service Professional Selection System 1-039
  Study of Urban and Rural Nonreservation Indian Employment and Training Programs 3-032
  Undocumented Labor and Conditions in N.y. City Garment Industry 3-120
HISPANIC AMERICANS
  Agricultural Technology Change and California Farmworkers 3-063

- Homebuilding—See CONSTRUCTION INDUSTRY
- Hometown Plans—See AFFIRMATIVE ACTION PLANS
- HOSPITALS—See also HEALTH CARE INDUSTRY
  - Development of a Hospital Union, 1948-1973 ... 5-261
  - Health Services Mobility Study (HSMS) ... 2-048
  - Hospital Union Wage Effects ... 5-115
  - Implementing the Findings of HSMS ... 2-046
  - Restructuring Health Manpower Organizations ... 2-050
  - Training Information for Policy Guidance ... 3-006E
  - Utilization of Health Services Mobility Study ... 2-047
- Hours of Work—See WORK SCHEDULES
- HOUSEHOLDS—See also FAMILIES
  - Household Life Cycle Model: Econometric Model ... 5-116
  - Household Surveys for the Employment Opportunity Pilot Projects ... 2-059
  - Total Family Support ... 2-081
  - Why Women Work: An Analysis of the Economic and Personal Reasons ... 3-010
- HOUSEKEEPERS
  - Male-Female Dimensions of Occupational Prestige ... 5-163
- HUMAN CAPITAL—See also EDUCATION; TRAINING
  - A Study of Swapping ... 5-246
  - Affective Abilities and Their Influence on the Wage Equation ... 5-189
  - An Analysis of Earnings Among Persons of Spanish Origin in the Midwest ... 5-022
  - Earnings and Human Capital Investment ... 5-064
  - Effect of Cyclic Variation in the Distribution of Income ... 5-074
  - Factors Influencing the Use of New Health Professionals ... 5-086
  - Household Heads, Job Search, and Quit Behavior ... 5-145
  - Human Capital Earning Functions ... 5-090
  - Importation of Labor Services in the U.S. ... 5-130
  - Labor Market to Human Capital ... 5-159
  - Microeconomic Model of the Distribution of Labor Income 5-170
  - Minimum Wage Impact on School Enrollment and Labor Force Status ... 5-277
  - Occupational Mobility in a Dual Economy ... 5-176
  - Overeducation in the U.S. Labor Market ... 5-183
  - Psychological Influences on White-Collar Pay ... 5-300
  - The Case of Married Women: Participation in Workforce ... 5-228
  - The Generation and Acceptance of Job Search ... 5-091
  - Wage Inflation and Regional Migration ... 5-060
- HUMAN RESOURCE DEVELOPMENT POLICY
  - Manpower Research and Formation of Policy ... 4-011
  - Seasonal Agricultural Labor Market Research Strategy ... 4-023
  - Training Information for Policy Guidance ... 3-006E
  - Youth Transition to Work: Synthesis, Analysis, and Strategy ... 1-059
- HUMAN RESOURCES—See also PLANNING, RESEARCH, AND DEVELOPMENT
  - Factors Influencing the Use of New Health Professionals ... 5-086
  - Training Information for Policy Guidance ... 3-006E
- HUMAN SERVICES AGENCIES
  - Determining Job Linkages Between Industry and the Community ... 3-071

I

- IDAHO
  - Institutional Grants (1978): Seattle University ... 5-016
- Illegal Immigrants—See ALIENS
- ILLINOIS
  - Determining Job Linkages Between Industry and the Community ... 3-071
  - Institutional Grants (1978): The University of Michigan ... 5-008
- ILLINOIS, CHICAGO
  - Training Information for Policy Guidance ... 3-006E
  - White-Collar Work ... 5-313
  - Work and Income in Urban Poverty Areas ... 3-090
- IMMIGRANTS—See also ALIENS
  - Characteristics of Undocumented Residents in Los Angeles. 3-034
  - Earnings of Immigrants in the American Labor Market ... 5-066
  - Feasibility Study: Survey of Employers of Undocumented Aliens ... 3-108
  - Immigrants in the Labor Force ... 3-094
  - Institutional Barriers to Employment of Puerto Ricans in New York City ... 3-069
  - Labor Market Experience of Native and Immigrant Hispanics ... 3-089
  - Labor Utilization of Asian Americans ... 5-157
  - Manpower Research and Formation of Policy ... 4-011
  - Mexican Illegal Aliens in Urban Labor Markets ... 5-165
  - Nonimmigrant Workers in the United States ... 4-013
  - Research on Program for Persons of Limited English-Speaking Ability ... 3-082
  - Socioeconomic Mobility and Assimilation of Mexican Immigrants ... 3-068
  - The Female Haitian Immigrant in the New York City Labor Force ... 5-103
  - Undocumented Labor and Conditions in N.y. City Garment Industry ... 3-120
- IMMIGRATION—See also MIGRATION
  - Analysis of Differential Employment Success of Spanish Americans ... 3-066
  - Demographic Trends, Labor Force Changes, and the Economy ... 3-002
  - Dynamics and Effects of U. S.-Mexican Border Economy ... 3-049
  - Earnings and Employment of Immigrants to the United States ... 4-001
  - Earnings of Immigrants in the American Labor Market ... 5-066
  - Foreign Policy Aspects of U.S. Immigration Policies ... 4-024
  - Immigrants in the Labor Force ... 3-094
  - Implications of Current Immigration Policies ... 3-002A
  - Manpower Impact of Mexico's Peso Devaluation on Border Labor Market ... 3-051
  - Maximizing the Integration of Local Labor into the Apple Industry ... 3-103
  - Nonimmigrant Workers in the United States ... 4-013
  - Push Factors in Mexican Migration to the United States ... 4-018
  - The Effects of Immigration on Unemployment and Earnings ... 6-011
  - The Female Haitian Immigrant in the New York City Labor Force ... 5-103
  - The Impact of the Border Industrialization on Immigration to the U.S. ... 4-002
- IMPACT OF EMPLOYMENT AND TRAINING POLICIES
  - Coordinating Manpower Objectives With Private Sector Plans ... 5-045
  - Counter-Recessionary Public Employment ... 2-019
  - Econometric Models for Local Labor Markets ... 3-003A
  - Impact of Large Public Programs ... 3-006A
  - Labor Market Forecasting ... 3-005
  - Manpower Impact of Government Programs and Policies ... 4-010
  - Manpower Research and Formation of Policy ... 4-011
  - Models of Local Labor Markets and Training Programs' Success Indicators ... 3-003
  - Short Term Indicators of Success for Evaluating Training Programs ... 3-003B
- Impact Of Training—See TRAINING EFFECTIVENESS AND IMPACT
- IMPORTATION OF LABOR SERVICES—See also ALIENS
  - Importation of Labor Services in the U.S. ... 5-130
- INCENTIVES—See also MOTIVATION; WORK INCENTIVE (WIN) PROGRAM
  - Instrumental Determinants of Individual Job Performance, Satisfaction, and Parti ... 5-136
  - Business Tax Incentives and Employment ... 5-034
  - Clearinghouse on Productivity and Quality of Working Life 3-100
  - Management by Objectives ... 5-164
  - Net Impact of the Federal Employment Tax Credit ... 5-171
  - Nonpecuniary Characteristics and the Decision to Change Jobs ... 5-291
  - Recipients of Federal Supplemental Benefits and Special Unemployment Assistance ... 2-099
  - Wage Inflation and Regional Migration ... 5-060
- INCOME—See also EARNINGS; WAGES
  - Affective Abilities and Their Influence on the Wage Equation ... 5-189
  - Determinants of Earnings for Persons of Spanish Origin ... 5-085
  - Dual Labor Market ... 5-061
  - Earnings Declines, Social Insurance, and Poverty ... 5-065
  - Earnings of Immigrants in the American Labor Market ... 5-066
  - Earnings Through Midlife ... 5-067
  - Employment and Income Consequence of Alternative Development Strategies ... 5-269
  - Employment, Income, Marriage, and Divorce of Women ... 5-271
  - Impact of a California Bill on Employment and Recidivism . 2-097
  - Income and Employment ... 4-009

  Job Training, Personality, and Labor Market Conditions 5-279
  Labor Supply Behavior of Single Women with Children 5-156
  Manpower Research and Formation of Policy 4-011
  Portland Concentrated Employment Program 5-161
  Psychological Influences on White-Collar Pay 5-300
  Sheltered Workshops and Handicapped Clients Survey 2-054
  The Impact of Screening on Earnings Profiles 5-123
INCOME DIFFERENTIALS
  A Comparative Analysis of White, Black, and Latino Income Distributions 5-039
  Affective Abilities and Their Influence on the Wage Equation 5-189
  Analysis of Black-White Economic Status 5-131
  Impact of Government Programs on Black Americans: 1947 to 1975 5-121
  Labor Mobility and Income Change 5-285
  Male-Female Wage Differentials and Differential Overqualification 5-287
  Racial Inequality in Family Welfare 5-194
  Status Attainment Process: Race and Sex Comparisons 5-155
INCOME MAINTENANCE
  Analytical Monograph on TARP Project 2-098
  Earnings Declines, Social Insurance, and Poverty 5-065
  Income Maintenance for Ex-Offenders 2-101
  Manpower Research and Formation of Policy 4-011
  Research on the Minnesota Work Equity Program 2-078
  Studies in Welfare Administration 2-079
  Transitional Aid Research Project for Ex-Offenders 2-106, 2-105, 2-104
  Turnover in a Guaranteed Jobs Welfare Reform 2-067
  Unemployment Insurance in Transition 5-311
  WIN Laboratories 2-082
Income Tax—See NEGATIVE INCOME TAX; TAXES
Incomes Policy—See ECONOMIC POLICY
INDIAN EMPLOYMENT AND TRAINING PROGRAMS (CETA)
  Indian Reservation Manpower 3-091
  Institutional Grants (1978): The University of Arizona 5-014
INDIANA
  Institutional Grants (1978): The University of Michigan 5-008
  Recipients of Federal Supplemental Benefits and Special Unemployment Assistance 2-099
INDIANS
  American Indian and Alaska Native Earnings and Labor Supply 5-258
  Indian Reservation Manpower 3-091
  Manpower Research and Formation of Policy 4-011
  Study of Urban and Rural Nonreservation Indian Employment and Training Programs 3-032
Individual Needs Assessment—See ASSESSMENT AND EVALUATION; ASSESSMENT OF APPLICANTS AND TRAINEES
INDUSTRIAL MANAGEMENT
  Change in Work Processes and the Quality of Employment 5-036
  Foreign Multinationals in the United States 6-050
  Role Ambiguity in Managerial Reporting Chains 5-202
INDUSTRIAL MOBILITY
  Labor Mobility and Income Change 5-285
  South Carolina's Industry Start-Up Training Program 2-088
  Training Information for Policy Guidance 3-006E
INDUSTRIAL ORGANIZATION
  Social Impact of Industrial Structure on Working Conditions 5-211
Industrial Projections—See ECONOMIC FORECASTING
INDUSTRIAL RELATIONS—See also COLLECTIVE BARGAINING
  Clearinghouse on Productivity and Quality of Working Life 3-100
  Industrial Relations for Railroad Manpower 5-195
  Industrialization, Responses, and Uses of the Political System 5-132
  Internal Markets and the Demand for Labor 5-141
  Labor-Management Productivity Programs 5-152
  Role Ambiguity in Managerial Reporting Chains 5-202
  Social Impact of Industrial Structure on Working Conditions 5-211
  Trade Unions, Wages, Occupational Injury and Public Policy 5-229
  Training Information for Policy Guidance 3-006E
Industrial Training—See VOCATIONAL TRAINING
Industry—See specific industry
INDUSTRY PRACTICES
  Dynamics and Effects of U. S.-Mexican Border Economy 3-049
  Employer Attitudes and Practices Toward Youth 3-111
  Employment Growth in Middle-Size Cities 4-008
  Female Hiring in the Basic Steel Industry: Progress and Prospects 3-041
  From Skilled Craft to Mass Production: U.S. Cigarmakers 5-110
  Impact of Court Cases on Minority Employment 3-109
  Impact of Unemployment on Blue Collar Working Women 3-075
  Institutional Barriers to Employment of Puerto Ricans in New York City 3-069
  South Carolina's Industry Start-Up Training Program 2-088
  Training Information for Policy Guidance 3-006E
  Undocumented Labor and Conditions in N.y. City Garment Industry 3-120
INFLATION—See also UNEMPLOYMENT/INFLATION TRADEOFF
  Nonseparable Approach to Labor Market Substitution 5-224
  Wage Inflation and Regional Migration 5-060
INFORMATION
  Apprenticeship Clearinghouse 2-033
Information Needs—See INFORMATION SYSTEMS
INFORMATION SYSTEMS—See also LABOR MARKET INFORMATION; JOB INFORMATION SERVICE; EMPLOYMENT AND TRAINING SERVICES INFORMATION
  Clearinghouse on Productivity and Quality of Working Life 3-100
  Development of a Regional Computer-Based Management Information System 1-017
  Employee Information Environments and Job Satisfaction 5-092
  Improving Information on ES Referrals and Placements 1-031
  Manpower Research and Formation of Policy 4-011
  National Longitudinal Surveys Clearinghouse 3-007E
  Testing Feasibility of Developing Data on Nonregistered Apprentices 2-043
  USES Management Information Needs 1-014
Inmates—See PRISONERS
Inmigration—See MIGRATION
INNER-CITY RESIDENTS—See also GHETTO RESIDENTS
  Ghetto Economic Corporations 5-220
  Training Information for Policy Guidance 3-006E
INPUT-OUTPUT MODELS—See also LABOR SUPPLY PROJECTIONS
  U.S. Trade Policy: Formation and Effects 6-073
INSTITUTIONAL CHANGE
  Employment of Handicapped in State Civil Service 3-107
  Nonunion Competition on Unionized Construction Labor Market 5-275
  Study of Urban and Rural Nonreservation Indian Employment and Training Programs 3-032
  The Employment Service: An Institutional Analysis 1-036
Institutional Grants—Projects dealing principally with this subject appear in Chapter 5A and 5B.)
Institutional Racism—See RACIAL DISCRIMINATION
INSTRUCTIONAL MATERIALS—See also EDUCATION; TRAINING; CURRICULUMS; HANDBOOKS
  Cooperative Action to Improve Occupational Regulation 4-006
  Institutional Grants (1978): California State University 5-015
  Institutional Grants (1978): Clark College 5-006
  Institutional Grants (1978): Kentucky State University 5-007
  Institutional Grants (1978): Medgar Evers College 5-002
  Institutional Grants (1978): Northeastern University 5-001
  Institutional Grants (1978): Rutgers University 5-003
  Institutional Grants (1978): Seattle University 5-016
  Institutional Grants (1978): Southern University, A&M College 5-009
  Institutional Grants (1978): The University of Alabama 5-005
  Institutional Grants (1978): The University of Arizona 5-014
  Institutional Grants (1978): The University of Kansas 5-012
  Institutional Grants (1978): The University of Michigan 5-008
  Institutional Grants (1978): University of Texas at Austin 5-010
  Institutional Grants (1978): University of Texas at San Antonio 5-011
  Institutional Grants (1978): Utah State University 5-013
  Institutional Grants (1978): Virginia Commonwealth University 5-004
  Manpower Programing and Social Work Expertise 1-027

- Multiproject Demonstration of Manpower Development 1-005
- Research on Program for Persons of Limited English-Speaking Ability 3-082

INSTRUCTORS—See also TEACHERS
- Multiproject Demonstration of Manpower Development 1-005

Intelligence Testing—See TESTING

INTERAGENCY RELATIONS
- Documentation and Analysis of National Program for Selected Population Segments 3-038

INTERFIRM MOBILITY
- Career Thresholds 3-007C
- Household Heads, Job Search, and Quit Behavior 5-145
- Labor Mobility and Income Change 5-285
- Pre-Retirement Years 3-007A
- Years for Decision 3-007B

INTERNAL LABOR MARKETS
- Comparative On-the-Job Experiences of Hispanics, Blacks, and Whites 3-074
- Labor in the Iron and Steel Industry 5-151
- Occupational Licensure of Allied Health Programs 5-174
- Public Utility Internal Labor Market Study 3-095
- Selection and Career Advancement in an Internal Labor Market 3-113
- The Supply of Professional and Nonprofessional Nurses 5-308

International Trade—See FOREIGN TRADE AND INVESTMENTS

Interorganizational Relations—See INTERAGENCY RELATIONS

INTERSYSTEM LINKAGES
- Institutional Analysis of WIN 2-069

Intrametropolitan—See METROPOLITAN AREAS

INVESTMENT—See also RETURNS ON EDUCATIONAL INVESTMENT
- Effect of Cyclic Variation in the Distribution of Income 5-074
- Interaction Between Domestic and Foreign Investment 6-033
- Location of Manufacturing Production by U.S. Multinational Enterprises 6-043
- Output and Employment Effects of Fiscal Policy 6-046

IOWA
- Institutional Grants (1978): The University of Kansas 5-012

J

JAPAN
- Training Information for Policy Guidance 3-006E
- Youth Labor Market 3-006C

JOB ANALYSIS
- Committee on Occupational Classification and Analysis 1-010
- Comparison Between Sex-Typical and Atypical Jobs 5-254
- Effects of Social Influence on Perceptions of and Response to Work 5-162
- Employee Responses to Work-Unit Structure 5-093
- Generations: Transmission of Occupation 5-112
- Handbook for Employment of the Slow Learner 2-096
- Health Services Mobility Study (HSMS) 2-048
- Implementation of Job Design 5-129
- Implementing the Findings of HSMS 2-046
- Industrial Relations for Railroad Manpower 5-195
- Internal Allocation of Labor in a Civil Service Merit System 5-028
- Judgment Strategies in Job Analyses 5-255
- Overeducation in the U.S. Labor Market 5-183
- Restructuring Health Manpower Organizations 2-050
- State Employment Service Professional Selection System 1-039
- Task Design 5-309
- Task Design, Monetary Outcomes, and Worker Responses 5-226
- Utilization of Health Services Mobility Study 2-047

JOB APPLICANTS
- Experimental Design of Net Benefit Analysis of the Employment Service 1-038
- Job Offer Response and Labor Market Conditions 5-299
- Public Utility Internal Labor Market Study 3-095
- Tracking the Eligible Population in Nonsustaining PSE 2-023

JOB ATTITUDES—See also WORK ATTITUDES
- Legal Secretaries Occupational Role and Job Satisfaction 5-208

JOB BANK—See also JOB INFORMATION SERVICE; JOB LISTING
- Job Search and Relocation Assistance Pilot Project 2-091

JOB CORPS—See also RESIDENTIAL JOB CENTERS
- Effects of Placement Services on Job Corps Participants 5-083
- Job Corps Health Study 2-090
- Noneconomic Impacts of Job Corps 2-013
- Studies of Job Corps Allowances System and Home Leave Policy 2-012

JOB CREATION—See also PUBLIC EMPLOYMENT PROGRAMS; WORK-EXPERIENCE PROGRAMS; WAGE SUBSIDIES; SUPPORTED EMPLOYMENT
- Creating and Sustaining Employment Through Worker Ownership 5-046
- Descriptive Assessment of the Work Assistance Program 2-060
- Employment Opportunity Pilot Projects Research Design 2-061
- Household Surveys for the Employment Opportunity Pilot Projects 2-059
- Innovative Approaches to Rural Job Creation 1-007
- Labor Market Impacts of Employment Opportunity Pilot Projects 2-077
- Large-Scale Public Job Creation 2-018
- Manpower Research and Formation of Policy 4-011
- Public Service Roles for Youth 2-026
- Training Information for Policy Guidance 3-006E
- West Virginia Travel and Tourism Industry Demonstration Project 4-025

JOB DESCRIPTION—See also JOB ANALYSIS
- Health Services Mobility Study (HSMS) 2-048
- Implementing the Findings of HSMS 2-046
- Utilization of Health Services Mobility Study 2-047

JOB DEVELOPMENT
- Improving Entry of Minority Women into Professional and Managerial Jobs 2-051
- Innovative Approaches to Rural Job Creation 1-007
- Manpower Research and Formation of Policy 4-011
- Physical Rehabilitation and Employment of AFDC Recipients 2-076

JOB ENRICHMENT—See also QUALITY OF EMPLOYMENT
- Effectiveness in Work Roles 3-105

JOB INFORMATION SERVICE—See also JOB BANK; JOB MATCHING; LABOR MARKET INFORMATION
- Job Search Process: Its Efficiency and Effectiveness 5-147

JOB LISTING
- Labor Exchange Role: ES vs. Want Ads 1-011

JOB LOCATION—See also COMMUTING
- Manpower Conflicts Arising from Mass Layoff 3-006D
- Wage Inflation and Regional Migration 5-060

JOB LOSS—See also EMPLOYMENT TERMINATION; LAYOFFS
- Emotional Reactions of Workers Who Lost Jobs in a Plant Closing 5-101
- Job Relocation Among College Professors 5-281
- Psychological Determinants of Job Search After Job Loss 5-190
- The Consequences of Unemployment on Evaluation of Self. 5-043
- The Social Costs of Unemployment 5-209

JOB MATCHING—See also WORKER/JOB MATCHING
- Agricultural Economists' Computerized Job Matching 1-015
- Committee on Occupational Classification and Analysis 1-010
- Manpower Research and Formation of Policy 4-011

JOB MOBILITY
- Work Experience and Lifetime Earnings 3-026

JOB OPPORTUNITIES—See also EMPLOYMENT OPPORTUNITIES
- Creating and Sustaining Employment Through Worker Ownership 5-046
- Manpower Goals for American Democracy 4-004
- Mobilising Resources to Cope with Plant Shutdown 4-012

JOB PERFORMANCE
- Developing and Testing ES Employee Productivity Incentives 1-035
- Effects of Economic Change and Overtime on Absenteeism and Health 5-079
- Exploring Productivity Incentives in the ES 1-048
- Husbands in Dual Career Families 5-117
- Part-Time Employment and Worker Effectiveness 5-184
- Retaining Problem Drinkers on the Job 2-092
- Screening in the Labor Market 5-205
- State Employment Service Professional Selection System 1-039
- Testing Job Service Employee Productivity Incentives (Kans.) 1-041
- Testing Job Service Employee Productivity Incentives (N.J.) 1-043
- Vocational Adjustment of Physician Assistants 5-237
- Worker Responses to Variable Work Schedules 3-123

Job Performance Feedback—See ASSESSMENT AND EVALUATION; ASSESSMENT OF APPLICANTS AND TRAINEES

JOB PLACEMENT
- Analytical Monograph on TARP Project 2-098
- Coop Education in School-to-Work Transition 2-014
- Developing and Testing ES Employee Productivity Incentives 1-035
- Effects of Placement Services on Job Corps Participants 5-083
- Experimental Design of Net Benefit Analysis of the Employment Service 1-038
- Exploring Productivity Incentives in the ES 1-048
- Feasibility of Vouchers for Training in WIN 2-064
- Improving Entry of Minority Women into Professional and Managerial Jobs 2-051
- Improving Information on ES Referrals and Placements 1-031
- Income Maintenance for Ex-Offenders 2-101
- Innovative Approaches to Rural Job Creation 1-007
- Job Placement Services in Colleges 2-003
- Manpower Research and Formation of Policy 4-011
- Placing Minorities in Managerial and Professional Jobs 2-053
- RTP/Employment Service Project to Place Minorities in Professional Jobs 2-052
- Sheltered Workshops and Handicapped Clients Survey 2-054
- Short Term Indicators of Success for Evaluating Training Programs 3-003B
- Study of ES Job Orders, Cancellations, and Referral Process 1-047
- Survey of CETA Arts and Humanities Projects 1-050
- Testing Job Service Employee Productivity Incentives (Kans.) 1-041
- Testing Job Service Employee Productivity Incentives (N.J.) 1-043
- Tracking the Eligible Population in Nonsustaining PSE 2-023
- Transitional Aid Research Project for Ex-Offenders 2-104, 2-106, 2-105
- Use of Biographical Information System in WIN Programs 2-084
- Use of Non-Profit Institutions for PSE Expansion 2-025
- Youth Labor Market 3-006C

Job Placement Of Students—See JOB PLACEMENT

Job Probation—See JOB RETENTION

Job Referral—See JOB PLACEMENT

JOB RESTRUCTURING—Projects dealing principally with this subject appear in Chapter 2E.) See also UPGRADING; WORKER/JOB MATCHING
- Job Sharing and Flexible Time Arrangement 3-101
- Manpower Conflicts Arising from Mass Layoff 3-006D
- Pre-Retirement Employment Options 3-102
- Reference Source on Worksharing 3-118

JOB RETENTION—See also EMPLOYMENT TERMINATION
- Dual Careers 3-007D
- Job Help for Arrestees 2-100
- Job Security Provisions and the Allocation of Labor 5-128
- Maximizing the Integration of Local Labor into the Apple Industry 3-103
- Pre-Retirement Years 3-007A
- Private Sector OJT of Disadvantaged Workers: Industry-Wide Approach 2-036
- Retaining Problem Drinkers on the Job 2-092
- Study of Shared Work Project 2-103
- Training Disadvantaged Workers in Private Sector OJT 2-044
- Use of Biographical Information System in WIN Programs 2-084
- Work and Lifestyle Organization 5-244
- Years for Decision 3-007B

JOB SATISFACTION—See also WORK ATTITUDES; MOTIVATION
- Instrumental Determinants of Individual Job Performance, Satisfaction, and Parti 5-136
- Career Thresholds 3-007C
- Clearinghouse on Productivity and Quality of Working Life 3-100
- Community Structure and the Experiences of Shift Workers 5-253
- Dual Careers 3-007D
- Dual Labor Market Theory 5-047
- Economics of Occupational Health and Safety 5-071
- Effectiveness in Work Roles 3-105
- Effects of Job and Life Stress on Job-Related Strain 5-144
- Employee Information Environments and Job Satisfaction 5-092
- Employee Participation in Job Structuring 3-110
- Employee Responses to Work-Unit Structure 5-093
- Examination of Approaches to Predict Withdrawal Behavior 5-040
- Implementation of Job Design 5-129
- Improving Quality of Work Life of Municipal Workers 3-112
- Job Sharing and Flexible Time Arrangement 3-101
- Labor Market to Human Capital 5-159
- Legal Secretaries Occupational Role and Job Satisfaction 5-208
- Manpower Conflicts Arising from Mass Layoff 3-006D
- Maternal Employment and School Adjustment 5-168
- Maximizing the Integration of Local Labor into the Apple Industry 3-103
- Noneconomic Impacts of Job Corps 2-013
- Part-Time Employment and Worker Effectiveness 5-184
- Pre-Retirement Employment Options 3-102
- Pre-Retirement Years 3-007A
- Rearranged Work Schedules 3-116, 3-115, 3-116
- Role Ambiguity in Managerial Reporting Chains 5-202
- Social Impact of Industrial Structure on Working Conditions 5-211
- Supply of Nursing Services in Canadian Labor Markets in 1971 5-072
- Task Design 5-309
- The Impact of the Work Environment on Life Outside the Job 5-126
- The Occupational Socialization of Police 5-178
- Three Quality of Working Life Projects 3-104
- Underemployment of Ph.D.'s 5-231
- Vocational Adjustment of Physician Assistants 5-237
- White-Collar Work 5-313
- Women and Apprenticeship: Women's Participation in Skilled Trades 2-045
- Work Attitudes and Labor Market Experience 3-124
- Work Commitment Among Young Women 5-245
- Worker Ownership and Control of Companies and Organizational Effectiveness 5-198
- Worker Responses to Variable Work Schedules 3-123
- Workers' Participation in an American Corporation 5-051
- Years for Decision 3-007B

JOB SEARCH—See also PUBLIC EMPLOYMENT SERVICE; JOB INFORMATION SERVICE
- A Socioeconomic Profile of Unemployed Mexican Americans 3-052
- An Analysis of Imperfect Information in the Labor Market 5-024
- An Empirical Investigation of Job Search Behavior of the Unemployed 5-089
- Career Thresholds 3-007C
- Dual Careers 3-007D
- Estimation of a General Equilibrium Job Search Model 5-273
- Household Heads, Job Search, and Quit Behavior 5-145
- Interdisciplinary Literature Review-Job Search and Recruitment 1-055
- Interdisciplinary Study of Decision Processes in Job Choice 5-138
- Job Offer Response and Labor Market Conditions 5-299
- Job Relocation Among College Professors 5-281
- Job Search Activities of the Unemployed: Theory and Evidence 5-282
- Job Search and Relocation Assistance Pilot Project 2-091
- Job Search Behavior and Duration 5-146
- Job Search Methods of Mexican Americans 3-076
- Job Search Process: Its Efficiency and Effectiveness 5-147
- Job-Finding Club as a Method for Obtaining Employment 2-072
- Labor Market for Economists 5-154
- Pathways into the World of Work: Experiences of Youth 3-007F
- Personality/Situation Effects on Job Search and Job Choice 5-100
- Psychological Determinants of Job Search After Job Loss 5-190
- Rate of Wage Inflation 5-057
- Recipients of Federal Supplemental Benefits and Special Unemployment Assistance 2-099
- The Economics of Job Search 5-070
- The Female Insured Unemployed 5-104
- The Generation and Acceptance of Job Search 5-091
- Wage Effects of Obtaining Unionized Employment 5-260

JOB SEARCH TECHNIQUES
- Job Search Assistance and Its Impact on Youth Joblessness 1-019

JOB SEARCH TRAINING
- Job Search Assistance and Its Impact on Youth Joblessness 1-019

JOB STABILITY
- Concentration and Employment Fluctuation 5-042

- Retaining Problem Drinkers on the Job 2-092

- JOB STRUCTURE—See also OCCUPATIONAL STRUCTURE
  - Clearinghouse on Productivity and Quality of Working Life 3-100
  - Development of Work Involvement Through Task Success. 5-262
  - Employment Growth in Middle-Size Cities 4-008
  - Part-Time Employment and Worker Effectiveness 5-184
  - Training Information for Policy Guidance 3-006E
- Job Success—See CAREER PATTERNS
- Job Tenure—See JOB RETENTION
- Job Training—See ON-THE-JOB TRAINING (OJT)
- Jobseeking Methods—See JOB SEARCH
- JUVENILE DELINQUENCY—See also CRIME; OFFENDERS
  - Documentation and Analysis of National Program for Selected Population Segments 3-038
- Juveniles—See YOUTH

K

- KANSAS
  - Impact of Manpower Programs on Hispanic Americans 3-058
  - Institutional Grants (1978): The University of Kansas 5-012
  - Testing Job Service Employee Productivity Incentives (Kans.) 1-041
- KENTUCKY
  - Institutional Grants (1978): The University of Alabama 5-005

L

- LABOR ADJUSTMENT—See also LABOR ADJUSTMENT COSTS
  - Approach to Measuring the Costs of Adjustment Assistance 6-005
- LABOR ADJUSTMENT COSTS
  - Agricultural Technology Change and California Farmworkers 3-063
  - Changing U.S. Comparative Advantage and Its Impact on Employment 6-008
  - Estimation of Earnings Losses Associated with Job Displacement 6-018
  - Evaluation of European Programs for Trade Impacted Workers 6-052
  - International Trade and the Interests of Labor 6-070
  - Labor Market Adaptation Programs to International Trade.. 6-040
  - optimizing Trade Adjustment Through Tariffs and Subsidies 6-045
  - Process of Adjustment to Change in Employment Levels 6-049
  - Relation Between Trade and Employment 6-057
  - Relationship Between Trade and Employment 6-058
  - Sectoral and Other Dimensions of Working Displacements .. 6-061
  - Survey of Trade Adjustment Assistance Recipients 6-067
  - The Effects of Immigration on Unemployment and Earnings 6-011
  - Western European Labor Market Adjustment Policies 6-041
- LABOR CERTIFICATION PROGRAM—See also ALIENS, FARMWORKERS
  - Factors Determining Availability of Domestic Harvest Workers 3-030
  - Mexican Illegal Aliens in Urban Labor Markets 5-165
- LABOR DEMAND—Projects dealing principally with this subject appear in Chapter 3A.) See also LABOR SUPPLY; ELASTICITY OF LABOR DEMAND
  - Agricultural Technology Change and California Farmworkers 3-063
  - Approach to Measuring the Costs of Adjustment Assistance 6-005
  - Changes in U.S. Market Share 6-007
  - Citrus Labor Market Demonstration Project 3-035
  - Demand and Training for Dental Hygienists 5-048
  - Demand Assumptions in a Model of Male Labor Force Participation 5-049
  - Determinants and Utilization of Labor Demands for Labor and Capital 5-056
  - Determinants of Future Growth of Female Labor Force 3-037
  - Employment and Income Consequence of Alternative Development Strategies 5-269
  - Feasibility Study: Survey of Employers of Undocumented Aliens 3-108
  - Foreign Trade and the Growth of the Service Economy 6-022
  - Impact of Foreign Trade and Investment on Labor 6-028
  - Impact of Government Programs on Black Americans: 1947 to 1975 5-121
  - Impact of Quota and Tariff Restrictions on Steel Industry Employment 6-026
  - Impact of the Work Incentive Program on Local Labor Markets 5-127
  - Improving International Safeguard Procedures 6-030
  - Influence of Layoff and Inventory Costs 5-108
  - Internal Markets and the Demand for Labor 5-141
  - International Transfer of Industrial Technology 6-035
  - Inventory Investment and the Short-Run Demand for Labor 5-142
  - Labor Adjustment to Employment Reductions 6-060
  - Labor Productivity in Coal Industry 4-003
  - Labor Supply Function for Older Males 5-201
  - Labor Turnover and Experienced Worker Unemployment ... 6-042
  - Layoffs and Other Turnover Flows 5-158
  - Manpower Impact of Government Programs and Policies 4-010
  - Mobilising Resources to Cope with Plant Shutdown 4-012
  - Net Impact of the Federal Employment Tax Credit 5-171
  - Permanent Part-Time Employment: Exploratory Analysis 3-114
  - Potential of Wage Subsidies 4-014
  - Process of Adjustment to Change in Employment Levels 6-049
  - Quota and Tariff Restrictions on Employment in the U.S. Footwear Industry 6-027
  - Resource Adjustment and Mechanization in the Tobacco Industry 3-097
  - Short- and Long-Run Demand for Labor Services 5-050
  - Tariff Items 806.30 and 807.00 6-068
  - Temporary Involuntary Unemployment 6-031
  - The Effects of the U.S. Tariff Foreign Assembly Provision.. 6-013
  - The Impact of the Border Industrialization on Immigration to the U.S. 4-002
  - The Supply of Professional and Nonprofessional Nurses 5-308
  - Trade Adjustment Assistance Program 6-019
  - Trade and Employment in the Chemical Industry 6-071
  - Trade and Employment in the Electronics Industry 6-065
  - Training Information for Policy Guidance 3-006E
  - Turnover and Wage Dynamics, 1932-1972 5-096
  - U.S. Trade Policy: Formation and Effects 6-073
  - Undocumented Labor and Conditions in N.Y. City Garment Industry 3-120
  - Unemployment Insurance: A Theoretical and Empirical Analysis 5-233
  - Wage Inflation and Regional Migration 5-060
  - West Virginia Travel and Tourism Industry Demonstration Project 4-025
  - Woodsworking Training Program 2-030
- LABOR ECONOMICS—See also LABOR MARKET; EMPLOYMENT; LABOR FORCE; LABOR MOBILITY; UNEMPLOYMENT
  - Short and Long Run Determinants of Trade and Its Impact on Workers 6-062
  - The Effects of Immigration on Unemployment and Earnings 6-011
- LABOR FORCE—Projects dealing principally with this subject appear in Chapter 3A and 3B.)
  - Concentration and Employment Fluctuation 5-042
  - Demographic Trends, Labor Force Changes, and the Economy 3-002
  - Department of Labor's Adverse Wage Regulation in Guam. 4-007
  - Early Labor Force Withdrawal and Men Who Leave Before Age 62 5-018
  - Labor Adjustment to Employment Reductions 6-060
  - Labor Market Adaptation Programs to International Trade.. 6-040
  - The Supply of Professional and Nonprofessional Nurses 5-308
  - U.S. Trade Policy: Formation and Effects 6-073
- LABOR FORCE BEHAVIOR—See also LABOR MARKET BEHAVIOR
  - A Study of Women's Labor Force Participation and Fertility 3-021
  - An Analysis of Imperfect Information in the Labor Market. 5-024
  - Conference on National Longitudinal Surveys of Mature Women 3-085
  - Employment of Married Women With Children 5-149
  - Job Relocation Among College Professors 5-281
  - Job Search Methods of Mexican Americans 3-076
  - Labor Force Characteristics of Puerto Rican Migrants 3-077
  - Labor Market Behavior of Male Youth 5-148
  - Low-Income Families in Four Rural Counties 3-040

- Macroeconomic Impact of Public Service Employment of CETA 2-020
- Manpower in Local Government 3-006B
- Manpower Research and Formation of Policy 4-011
- Socio-Economic Policies and Programs for the Elderly 4-020
- Study of Successful Reentry of Older Women into the Labor Force 3-017
- Survey of Trade Adjustment Assistance Recipients 6-067
- Survey-National Worktime Preferences 3-122
- The Effects of Mobility on Earnings Progression for Women 5-082
- The Youth Labor Market 3-099
- Training Information for Policy Guidance 3-006E
- Vocational Education: How Much? For Whom? 2-016
- Why Women Work: An Analysis of the Economic and Personal Reasons 3-010
- Work, Welfare, and the Increase in Women Living Independently of Men 5-247
- Years for Decision 3-007B

LABOR FORCE PARTICIPATION—See also LABOR SUPPLY
- American Indian and Alaska Native Earnings and Labor Supply 5-258
- An Analysis of Female Heads of Families 5-167
- Career Thresholds 3-007C
- Characteristics of Undocumented Residents in Los Angeles 3-034
- Concentration and Employment Fluctuation 5-042
- Conference on Longitudinal Study of Men in Pre-Retirement Years 3-087
- Coop Education in School-to-Work Transition 2-014
- Cyclical Economic Activity and the Labor Market 3-012
- Demand Assumptions in a Model of Male Labor Force Participation 5-049
- Determinants of Future Growth of Female Labor Force 3-037
- Dual Careers 3-007D
- Earnings and Employment of Immigrants to the United States 4-001
- Earnings and Human Capital Investment 5-064
- Effect of Changes in Women's Labor Force Participation Rates 5-073
- Effects of Child Health Status on Maternal Labor Supply 5-266
- Effects of Job Location and Work Schedules on Women's Opportunities 5-268
- Effects of Negative Income Tax on Educational Attainment 5-062
- Employment of Married Women With Children 5-149
- Feasibility Study: Survey of Employers of Undocumented Aliens 3-108
- Labor Force Characteristics of Puerto Rican Migrants 3-077
- Labor Force Mobility of Females 5-027
- Labor Force Participation and Fertility of Mothers 5-150
- Labor Market Effects on Female Labor Force Participation 5-283
- Labor Supply Response Over Time 5-026
- Manpower Research and Formation of Policy 4-011
- Metropolitan Area Econometric Model to Estimate Employment 1-021
- Municipal Government Employment of Hispanics in the Southwest 3-078
- Needs Assessment Tool for CETA Services to Chicano Women 3-064
- Pre-Retirement Years 3-007A
- Racial Inequality in Family Welfare 5-194
- Relation Between Trade and Employment 6-057
- Rural Female Labor Force Participation 5-203
- School-to-Work Transition of Youth 3-084
- Sectoral and Other Dimensions of Working Displacements 6-061
- Short- and Long-Run Demand for Labor Services 5-050
- Social Security, Private Pensions and Labor Supply of Potential Retirees 5-212
- The Case of Married Women: Participation in Workforce 5-228
- The Changing Job Market for Young Persons 3-033
- The Female Insured Unemployed 5-104
- The Generation and Acceptance of Job Search 5-091
- Theory and Estimation of Labor Supply Functions 3-025
- White Workers in the Post-Bellum South 5-182
- Wife's Labor Force Participation and Fertility 5-314
- Women and the American Occupational Structure 5-315
- Work and Income in Urban Poverty Areas 3-090
- Work Commitment Among Young Women 5-245
- Years for Decision 3-007B

LABOR FORCE STATUS
- Working Life Tables for U.S. 1972 5-316

LABOR LAWS—See also Specific Labor Laws
- A Study of Wisconsin's Workmen's Compensation 5-221
- State Labor Legislation for Women 5-037

LABOR MARKET—Projects dealing principally with this subject appear in Chapter 3.)
- Demand for Education of White and Black Males 5-196
- Estimation of Completed Unemployment Spell Durations 5-097
- Interindustry Wage Differentials Among Unionized Truck Drivers 5-140
- Labor Market Adaptation Programs to International Trade 6-040
- Labor Market to Human Capital 5-159
- Manpower Impact of Mexico's Peso Devaluation on Border Labor Market 3-051
- Manpower Research and Formation of Policy 4-011
- National Longitudinal Surveys of Labor Force Behavior 3-007
- Pathways into the World of Work: Experiences of Youth 3-007F
- Personal Distribution of Unemployment... Frequency and Duration 5-250
- Quality Adjustment in Labor Markets in Recession 5-192
- Seasonal Agricultural Labor Market Research Strategy 4-023
- The Economics of Job Search 5-070
- The Structure of Youth Labor Markets 5-219
- Trade Unions, Wages, Occupational Injury and Public Policy 5-229

LABOR MARKET AREAS—See also CETA SERVICES AND PLANNING
- Lawyer Earnings and Barriers to Entry 5-286
- Training Information for Policy Guidance 3-006E
- Unemployment and Commuting Within Geographical Areas 5-303
- Wage Inflation and Regional Migration 5-060

LABOR MARKET BEHAVIOR—See also LABOR FORCE BEHAVIOR
- An Analysis of Imperfect Information in the Labor Market 5-024
- Career Patterns of 2-Year College Graduates 5-035
- Career Thresholds 3-007C
- Conference on Longitudinal Study of Men in Pre-Retirement Years 3-087
- Conference on National Longitudinal Surveys 3-023
- Cyclical Economic Activity and the Labor Market 3-012
- Determining ES Penetration Rate 1-030
- Dual Careers 3-007D
- Earnings of Immigrants in the American Labor Market 5-066
- Effects of Negative Income Tax on Educational Attainment 5-062
- Effectual Study of Early Work Experience of Young Men 3-009
- Estimation of a General Equilibrium Job Search Model 5-273
- Husbands in Dual Career Families 5-117
- Immigrants in the Labor Force 3-094
- Impact of a California Bill on Employment and Recidivism 2-097
- Impact of Government Programs on Black Americans: 1947 to 1975 5-121
- Implications of Current Immigration Policies 3-002A
- Interdisciplinary Study of Decision Processes in Job Choice 5-138
- Job Training, Personality, and Labor Market Conditions 5-279
- Labor Exchange Role: ES vs. Want Ads 1-011
- Labor Force Mobility of Females 5-027
- Labor Market Impacts of Employment Opportunity Pilot Projects 2-077
- Labor Market States and Labor Market Experience 5-284
- Labor Supply Response Over Time 5-026
- Manpower Research and Formation of Policy 4-011
- Microeconomic Analysis of Voluntary Labor Mobility 5-289
- Nonseparable Approach to Labor Market Substitution 5-224
- Nonunion Competition on Unionized Construction Labor Market 5-275
- Off-farm Labor Supply 5-180
- Perceived Discrimination, Work Attitudes and the Labor Market 5-295
- Permanent Part-Time Employment: Exploratory Analysis 3-114
- Personal Distribution of Unemployment... Frequency and Duration 5-250
- Pre-Retirement Years 3-007A
- Research Design on Federal Government Employment 3-081, 3-080
- Seasonal Farmworkers Labor Market Behavior 5-153
- Sexual Inequality of Earnings Among Blue-Collar Workers 5-053
- The Case of Married Women: Participation in Workforce 5-228
- The Structure of Youth Labor Markets 5-219

  Training Information for Policy Guidance 3-006E
  Union Impact on Supplementary Employee Compensation 5-087
  Women and Part-Week Work 3-098
  Work and Income in Urban Poverty Areas 3-090
  Workshop on the Employment Status of Asian/Pacific Americans 4-005
  Years for Decision 3-007B
  Youth Labor Market Experience Study 2-017
Labor Market Entrants—See TRANSITION TO WORK
Labor Market Indicators—See LABOR MARKET INFORMATION
LABOR MARKET INFORMATION—(Projects dealing principally with labor market information systems appear in Chapter 1B.)
  Changing U.S. Comparative Advantage and Its Impact on Employment 6-008
  Committee on Occupational Classification and Analysis 1-010
  Demonstration of Alternative Youth Approaches 2-006
  Determining ES Penetration Rate 1-030
  Development of a Regional Computer-Based Management Information System 1-017
  Health Manpower Under CETA 3-036
  Hispanic Youth Job Information Model 1-024
  International Trade and the Interests of Labor 6-070
  Labor Exchange Role: ES vs. Want Ads 1-011
  Labor Market Forecasting 3-005
  Labor Market Impacts of Employment Opportunity Pilot Projects 2-077
  Labor Market Information and Job Skills 1-020
  Manpower Research and Formation of Policy 4-011
  Mobilising Resources to Cope with Plant Shutdown 4-012
  Monograph on Occupational Forecasting 1-022
  Occupational/Industrial Distribution of Four Ethnic Groups 5-175
  Rate of Wage Inflation 5-057
  Regional and Community Dimensions of International Economics 6-053
  Relation Between Trade and Employment 6-057
  Relationship Between Trade and Employment 6-058
  Research and Assessment on LMI and Job Search Skills Demonstration 1-018
  Sectoral and Other Dimensions of Working Displacements 6-061
  Status Attainment Process: Race and Sex Comparisons 5-155
  Training Information for Policy Guidance 3-006E
  Turnover and Wage Dynamics, 1932-1972 5-096
  Wage Inflation and Regional Migration 5-060
  Work on Science and Engineering Newsletter for Blacks, Grades 4-8 1-013
  Youth Labor Market Experience Study 2-017
LABOR MARKET STUDY
  Labor Market Adaptation Programs to International Trade 6-040
  Worker Migration in the U.S. and Overseas 6-075
LABOR MOBILITY—See also specific types and aspects of mobility
  Behavioral Model of Labor Force Migration 5-031
  Career Thresholds 3-007C
  Conference on National Longitudinal Surveys 3-023
  Dual Careers 3-007D
  Employee Stock Ownership: A Microeconomic Analysis 5-094
  Examination of Approaches to Predict Withdrawal Behavior 5-040
  Household Heads, Job Search, and Quit Behavior 5-145
  Immigrants in the Labor Force 3-094
  Internal Allocation of Labor in a Civil Service Merit System 5-028
  Job Search and Relocation Assistance Pilot Project 2-091
  Labor Force Characteristics of Puerto Rican Migrants 3-077
  Labor Force Mobility of Females 5-027
  Labor Mobility and Income Change 5-285
  Labor Turnover and Experienced Worker Unemployment 6-042
  Labor Turnover in U.S. Manufacturing Industries 6-002
  Microeconomic Analysis of Voluntary Labor Mobility 5-289
  Mobility of Primary Earners in Households with Low Earnings 3-019
  National Longitudinal Surveys of Labor Force Behavior 3-007
  Occupational/Industrial Distribution of Four Ethnic Groups 5-175
  Pre-Retirement Years 3-007A
  Race, Labor Turnover, and Male Earnings 3-013
  Second Careers for Retired Military Officers 5-206
  Temporary Involuntary Unemployment 6-031
  Wage Inflation and Regional Migration 5-060
  Years for Decision 3-007B
LABOR MOVEMENT—See also UNIONS
  Change in Work Processes and the Quality of Employment 5-036
LABOR NEEDS
  Mobilising Resources to Cope with Plant Shutdown 4-012
Labor Organizations—See UNIONS
LABOR PRODUCTIVITY—See also PRODUCTIVITY
  Department of Labor's Adverse Wage Regulation in Guam 4-007
  Training Information for Policy Guidance 3-006E
LABOR RELATIONS—See also INDUSTRIAL RELATIONS
  Job Security Provisions and the Allocation of Labor 5-128
Labor Requirements—See LABOR DEMAND
LABOR SHORTAGES
  Factors Determining Availability of Domestic Harvest Workers 3-030
LABOR SUPPLY—See also LABOR FORCE PARTICIPATION; ELASTICITY OF LABOR SUPPLY
  American Indian and Alaska Native Earnings and Labor Supply 5-258
  Citrus Labor Market Demonstration Project 3-035
  Concentration and Employment Fluctuation 5-042
  Demand and Training for Dental Hygienists 5-048
  Demand Assumptions in a Model of Male Labor Force Participation 5-049
  Determinants of Future Growth of Female Labor Force 3-037
  Effects of Child Health Status on Maternal Labor Supply 5-266
  Foreign Policy Aspects of U.S. Immigration Policies 4-024
  Household Life Cycle Model: Econometric Model 5-116
  International Trade Patterns and Unskilled Labor 6-039
  Labor Supply Behavior of Single Women with Children 5-156
  Labor Supply Function for Older Males 5-201
  Labor Supply Response Over Time 5-026
  Lawyer Earnings and Barriers to Entry 5-286
  Layoffs and Other Turnover Flows 5-158
  Manpower Impact of Government Programs and Policies 4-010
  Manpower Research and Formation of Policy 4-011
  Maximizing the Integration of Local Labor into the Apple Industry 3-103
  Nonfarm Work of Farm-Family Members 5-256
  Resource Adjustment and Mechanization in the Tobacco Industry 3-097
  Social Security and Labor Supply of Older Men 3-024
  Social Security, Private Pensions and Labor Supply of Potential Retirees 5-212
  Static and Dynamic Labor Supply Functions 4-021
  Supply of Nursing Services in Canadian Labor Markets in 1971 5-072
  The Economic Responsiveness of the U.S. Labor Force 5-069
  The Pattern of Women's Labor Supply 5-185
  The Supply of Professional and Nonprofessional Nurses 5-308
  Training Information for Policy Guidance 3-006E
  Youth Labor Market 3-006C
LABOR SUPPLY PROJECTIONS—See also LABOR SUPPLY; ECONOMIC FORECASTING
  Employment and Income Projections for Puerto Rico in the 1980's 5-270
  Impact of Large Public Programs 3-006A
  International Trade Patterns and Unskilled Labor 6-039
  Manpower and Economic Indicators and Forecasts 1-016
  Manpower Impact of Government Programs and Policies 4-010
  Monograph on Occupational Forecasting 1-022
  Multiproject Demonstration of Manpower Development 1-005
  Regional and Community Dimensions of International Economics 6-053
Labor Turnover—See TURNOVER
Labor Unions—See UNIONS
LABOR-MANAGEMENT CONSORTIA
  Improving Quality of Work Life of Municipal Workers 3-112
  Retaining Problem Drinkers on the Job 2-092
  Three Quality of Working Life Projects 3-104
LABOR-MANAGEMENT COOPERATION
  Clearinghouse on Productivity and Quality of Working Life 3-100
Labor-management Relations—See INDUSTRIAL RELATIONS
Laborers—See UNSKILLED WORKERS
LAW—See also specific law.
  State Labor Legislation for Women 5-037

- LAW ENFORCEMENT—See also POLICE; CORRECTIONS; CRIMINAL JUSTICE PROCESS
  - Psychological Testing and Educational Credentials of Police 5-111
  - Transitional Aid Research Project for Ex-Offenders 2-105
- LAWS, LEGISLATION
  - Clearinghouse on Productivity and Quality of Working Life 3-100
  - Cooperative Action to Improve Occupational Regulation 4-006
- LAWYERS
  - Lawyer Earnings and Barriers to Entry 5-286
- LAYOFFS—See also EMPLOYMENT TERMINATION; JOB RETENTION
  - Adjusting to Employment Termination 5-248
  - Adjustment Costs in the Theory of Labor Demand, Productivity, and Unemployment 5-017
  - An Analysis of Imperfect Information in the Labor Market . 5-024
  - Booklet to Aid Leaders of Communities Facing Major Layoffs 1-023
  - Determinants of Labor Supply to Unstable Employments 5-259
  - Emotional Reactions of Workers Who Lost Jobs in a Plant Closing 5-101
  - Estimation of Earnings Losses Associated with Job Displacement 6-018
  - Evaluation of Trade Adjustment Assistance 6-020
  - Impact of UI Program on Temporary Lay-offs 5-125
  - Issues in Unemployment Insurance Financing 5-143
  - Laid-off Workers in Manufacturing 6-006
  - Mobilising Resources to Cope with Plant Shutdown 4-012
  - Nonseparable Approach to Labor Market Substitution 5-224
  - Study of Shared Work Project 2-103
  - Temporary Involuntary Unemployment 6-031
  - The Social Costs of Unemployment 5-209
  - Trade Adjustment Assistance Program 6-019
  - U.S. Trade Policy: Formation and Effects 6-073
  - Unemployment Insurance: A Theoretical and Empirical Analysis 5-233
  - Union Membership and Unemployment Due to Temporary Layoffs 5-235
  - Upgrade Training in the Canning Industry 2-055
  - Worker Adaptation to Internationally-Induced Job Loss 6-074
- Legislation—See LAWS, LEGISLATION
- LEISURE—See also WORK SCHEDULES
  - The Impact of the Work Environment on Life Outside the Job 5-126
- Licensing—See OCCUPATIONAL LICENSING
- LIFE SATISFACTION
  - Employee Participation in Job Structuring 3-110
- LIFESTYLES
  - Dual Worker Married Couples 5-263
  - Midlife Career Change: Coping with Transitions in Employment 5-290
  - Quality of Work Life 2-093
  - Technological Change in Two Arctic Communities 5-227
  - The Impact of the Work Environment on Life Outside the Job 5-126
  - Work and Lifestyle Organization 5-244
- Literacy—See BASIC EDUCATION
- LITERATURE REVIEW
  - Determinants of Future Growth of Female Labor Force 3-037
  - Effectiveness in Work Roles 3-105
  - Interdisciplinary Literature Review-Job Search and Recruitment 1-055
  - Labor Adjustment to Employment Reductions 6-060
  - National Longitudinal Surveys of Labor Force Behavior 3-007
  - Research Design on Federal Government Employment 3-081, 3-080
- LMIS—See LABOR MARKET INFORMATION
- LOCAL GOVERNMENT—See also STATE AND LOCAL GOVERNMENTS
  - Uses of Manpower Funds by Counties Under CETA 5-236
- LONGITUDINAL SURVEYS—See also NATIONAL LONGITUDINAL SURVEYS
  - Adjusting to Employment Termination 5-248
  - Labor Force Mobility of Females 5-027
  - Psychological Determinants of Job Search After Job Loss ... 5-190
  - The Occupational Success of Young Women 5-179
  - Unemployment Rates and Wage Differentials 5-296
  - Women and the American Occupational Structure 5-315
- LOUISIANA
  - An Economic Evaluation of Vocational Rehabilitation in Louisiana 5-068
  - Institutional Grants (1978): University of Texas at Austin 5-010
  - Low-Income Families in Four Rural Counties 3-040
  - Recipients of Federal Supplemental Benefits and Special Unemployment Assistance 2-099
- LOUISIANA, NEW ORLEANS
  - Improving Entry of Minority Women into Professional and Managerial Jobs 2-051
- LOW INCOME—See also LOW-WAGE INDUSTRIES; LOW-WAGE JOBS; POVERTY
  - Income Dynamics of the Poor 2-068
  - Low-Income Families in Four Rural Counties 3-040
  - Mobility of Primary Earners in Households with Low Earnings 3-019
  - Potential of Wage Subsidies 4-014
  - The Impact of Federal Income Security Programs on Work and Family 2-066
  - Training Information for Policy Guidance 3-006E
- Low-Income Areas—See POVERTY AREAS
- LOW-LEVEL OCCUPATIONS
  - West Virginia Travel and Tourism Industry Demonstration Project 4-025
- Low-status Occupations—See LOW-LEVEL OCCUPATIONS
- LOW-WAGE INDUSTRIES—See also LOW-WAGE JOBS
  - Department of Labor's Adverse Wage Regulation in Guam . 4-007
  - Training Information for Policy Guidance 3-006E
- LOW-WAGE JOBS—See also LOW-WAGE INDUSTRIES
  - Determinants of Labor Supply to Unstable Employments 5-259
  - Low Wages for Women Workers 5-052
  - Manpower Research and Formation of Policy 4-011
  - Work and Income in Urban Poverty Areas 3-090

M

- MACHINE TOOL INDUSTRY
  - Apprenticeship Programs in Skilled Metal Trades of the IAM and AW 2-039
- MACHINISTS
  - Apprenticeship Programs in Skilled Metal Trades of the IAM and AW 2-039
- MACROLEVEL ANALYSIS
  - Net Impact of the Federal Employment Tax Credit 5-171
- MAINE
  - Institutional Grants (1978): Northeastern University 5-001
- MALE/FEMALE—See also SEX DISCRIMINATION; SEX DIFFERENCES; INCOME DIFFERENTIALS; EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
  - Characteristics of Career and Homemaking Oriented Women 5-297
  - Conference on National Longitudinal Surveys 3-023
  - Dual Worker Married Couples 5-263
  - Effects of Job and Life Stress on Job-Related Strain 5-144
  - Low Wages for Women Workers 5-052
  - Male-Female Dimensions of Occupational Prestige 5-163
  - Male-Female Wage Differentials and Differential Overqualification 5-287
  - Men in WIN 2-073
  - National Longitudinal Surveys of Labor Force Behavior 3-007
  - Race and Sex Differences in Job Turnover 5-302
  - The Structure and Determinants of Youth Unemployment ... 3-020
  - Trends in Women's Education, Attainment, Earnings, and Occupations 5-029
  - University Salary Structure and Sex Discrimination 5-305
  - Women and Men in Nontraditional Occupations 5-242
  - Women and the American Occupational Structure 5-315
  - Women Stockbrokers in the New York Financial Community 5-243
  - Youth Labor Market 3-006C
- MALES—See also MEN
  - Demand Assumptions in a Model of Male Labor Force Participation 5-049
  - Mobility of Male Workers Employed in Female Professions 5-207
  - Working Life Tables for U.S. 1972 5-316
- Management Control—See CETA SERVICES AND PLANNING
- MANAGEMENT DEVELOPMENT
  - Process and Outcomes in a Quality of Working Life Project 3-106

- MANAGEMENT EFFECTIVENESS
  - Effectiveness of CCC Camps ... 5-038
  - Management by Objectives ... 5-164
  - Manpower in Local Government ... 3-006B
  - Transition to CETA in Ohio ... 1-008
- MANAGEMENT TRAINING—See also TRAINING
  - Multiproject Demonstration of Manpower Development ... 1-005
- Management-worker Collaboration In Job Structuring—See UNION PRACTICES; JOB RESTRUCTURING
- Management—See PLANNING AND ADMINISTRATION; SUPERVISION
- Management Planning—See CETA SERVICES AND PLANNING; PLANNING AND ADMINISTRATION; PLANNING, RESEARCH, AND DEVELOPMENT
- Mandatory Job Listing—See JOB LISTING
- Manuals—See HANDBOOKS
- MANUFACTURING
  - Laid-off Workers in Manufacturing ... 6-006
  - The Impact of the Border Industrialization on Immigration to the U.S. ... 4-002
- MAPC—See COOPERATIVE AREA MANPOWER PLANNING SYSTEM (CAMPS)
- MARITAL STABILITY—See also FAMILIES
  - Paternal Authority, Work Training, and Income Maintenance Programs ... 2-075
  - Years for Decision ... 3-007B
- MARKET STRUCTURE
  - Social Impact of Industrial Structure on Working Conditions ... 5-211
- MARRIED WOMEN—See also WOMEN
  - The Case of Married Women: Participation in Workforce ... 5-228
- MARYLAND
  - Institutional Grants (1978): Virginia Commonwealth University ... 5-004
  - Referral and Support System for Dropouts ... 2-005
- MARYLAND, BALTIMORE
  - Feasibility of Vouchers for Training in WIN ... 2-064
  - Income Maintenance for Ex-Offenders ... 2-101
  - Retaining Problem Drinkers on the Job ... 2-092
- MASSACHUSETTS
  - Coop Education in School-to-Work Transition ... 2-014
  - Institutional Grants (1978): Northeastern University ... 5-001
  - Introduction of CETA in Eastern Massachusetts ... 1-003
  - Rearranged Work Schedules ... 3-116
  - Recipients of Federal Supplemental Benefits and Special Unemployment Assistance ... 2-099
- MASSACHUSETTS, BOSTON
  - Factors Shaping Employment and Mobility Opportunities for Minority Workers ... 3-042
  - Internal Allocation of Labor in a Civil Service Merit System ... 5-028
  - Restructuring Health Manpower Organizations ... 2-050
- MASSACHUSETTS, SPRINGFIELD
  - Labor Market Forecasting ... 3-005
- Mathematical Models—See ECONOMIC ANALYSIS AND ECONOMETRICS
- MATURATION
  - The Structure of Youth Labor Markets ... 5-219
- MATURE WORKERS—See also OLDER WORKERS; AGE DISCRIMINATION IN EMPLOYMENT ACT; MIDDLE-AGED WORKERS
  - Dual Careers ... 3-007D
- MBA Program—See UNIVERSITIES AND COLLEGES
- MEANING OF WORK—See also WORK ATTITUDES; QUALITY OF EMPLOYMENT; JOB SATISFACTION
  - Effectiveness in Work Roles ... 3-105
  - Work Attitudes and Labor Market Experience ... 3-124
- MECHANIZATION—See also AUTOMATION
  - Resource Adjustment and Mechanization in the Tobacco Industry ... 3-097
- Medical Care—See HEALTH CARE
- Medical Laboratory Technicians—See HEALTH OCCUPATIONS
- Medical Personnel—See HEALTH OCCUPATIONS
- Medical Services—See HEALTH CARE
- MEN—See also FATHERS; MALE/FEMALE; YOUNG MEN
  - A Study of Wage Dynamics Based on the National Longitudinal Surveys ... 3-016
  - Blue-Collar 4-Day Workweek ... 5-033
  - Contribution of Social Resources in the Labor Force ... 5-044
  - Cyclical Economic Activity and the Labor Market ... 3-012
  - Demand for Education of White and Black Males ... 5-196
  - Dual Labor Market Theory ... 5-047
  - Early Labor Force Withdrawal and Men Who Leave Before Age 62 ... 5-018
  - Early Retirement and the Labor Market Dynamics of Older Workers ... 5-063
  - Earnings Through Midlife ... 5-067
  - Feminization of Clerical Work in Boston ... 5-106
  - Longitudinal Analysis of Occupational Mobility ... 3-001
  - Pathways into the World of Work: Experiences of Youth ... 3-007F
  - Pre-Retirement Years ... 3-007A
  - Race, Labor Turnover, and Male Earnings ... 3-013
  - Theory and Estimation of Labor Supply Functions ... 3-025
  - Work and Income in Urban Poverty Areas ... 3-090
  - Work and Lifestyle Organization ... 5-244
- MENTAL HEALTH
  - Adjusting to Employment Termination ... 5-248
- Merit System—See CIVIL SERVICE SYSTEM
- METALWORKING INDUSTRIES
  - Apprenticeship Programs in Skilled Metal Trades of the IAM and AW ... 2-039
  - Survey of Training in Industry ... 3-121
- METHODOLOGY—See also specific methodologies
  - Conference on National Longitudinal Surveys ... 3-023
  - Effectiveness in Work Roles ... 3-105
  - Experimental Design of Net Benefit Analysis of the Employment Service ... 1-038
  - Income Dynamics of the Poor ... 2-068
  - National Longitudinal Surveys of Labor Force Behavior ... 3-007
  - Years for Decision ... 3-007B
- METROPOLITAN AREAS—See also URBAN AREAS
  - Employment Growth in Middle-Size Cities ... 4-008
  - Job Search Methods of Mexican Americans ... 3-076
  - Relationship Between Employment, Unemployment, and Migration ... 3-004
  - Training Information for Policy Guidance ... 3-006E
- Metropolitan Problems—See URBAN PROBLEMS
- MEXICAN AMERICANS—See also SPANISH-SPEAKING AMERICANS
  - A Socioeconomic Profile of Unemployed Mexican Americans ... 3-052
  - Analysis of Differential Employment Success of Spanish Americans ... 3-066
  - Analysis of Hispanic Participation in Apprenticeship ... 3-029
  - Determinants of Earnings for Persons of Spanish Origin ... 5-085
  - Determinants of Hispanic Success in Higher Level Job Entry ... 3-046
  - Determining Job Linkages Between Industry and the Community ... 3-071
  - Determining Nature of Hispanic Employment Problems ... 3-067
  - Dynamics and Effects of U. S.-Mexican Border Economy ... 3-049
  - Education Investment Returns of Mexican American College Grads ... 3-055
  - Evolution of Hispanic Youth Career Aims ... 3-048
  - Followup of Mexican American College Graduate Job Experiences ... 3-092
  - Hispanic Youth Job Information Model ... 1-024
  - Influence of Mexican-american Family Patterns on Job Placement ... 5-135
  - Job Search Methods of Mexican Americans ... 3-076
  - Job Services to Chicano Ex-Offenders and Ex-Addicts ... 3-045
  - Manpower Research and Formation of Policy ... 4-011
  - Measuring Economic Status and Discrimination of Chicanos ... 3-070
  - Mexican American College Graduates Labor Market Experiences ... 3-072
  - Mexican Illegal Aliens in Urban Labor Markets ... 5-165
  - Municipal Government Employment of Hispanics in the Southwest ... 3-078
  - Needs Assessment Tool for CETA Services to Chicano Women ... 3-064
  - On-the-Job Experiences of Mexican Americans in PSE Jobs ... 3-088
  - Services to Hispanic Older Workers ... 3-059
  - Social Science Model for Improving Services to Hispanics ... 3-047
  - Socioeconomic Mobility and Assimilation of Mexican Immigrants ... 3-068
  - Structure of Chicano Rural Labor Market Jobs ... 3-053

MEXICO
  Push Factors in Mexican Migration to the United States 4-018
MICHIGAN
  Institutional Grants (1978): The University of Michigan 5-008
  Recipients of Federal Supplemental Benefits and Special Unemployment Assistance 2-099
  Training Programs in Michigan Prisons 5-032
MICROLEVEL ANALYSIS
  Employee Stock Ownership: A Microeconomic Analysis 5-094
  Training Information for Policy Guidance 3-006E
  Turnover and Wage Dynamics, 1932-1972 5-096
MIDDLE-AGED WORKERS—See also MATURE WORKERS
  Midlife Career Change: Coping with Transitions in Employment 5-290
  Research Study of Older Workers: R&D Strategy 1-057
MIGRANTS—See also FARMWORKERS; SEASONAL EMPLOYMENT
  Labor Force Characteristics of Puerto Rican Migrants 3-077
  Manpower Research and Formation of Policy 4-011
  Socioeconomic Profile of Outsettled Migrant Families 3-060
  Training Information for Policy Guidance 3-006E
MIGRATION—See also GEOGRAPHIC MOBILITY
  An Analysis of the New England Economy 4-015
  Citrus Labor Market Demonstration Project 3-035
  Labor Force Characteristics of Puerto Rican Migrants 3-077
  Manpower Research and Formation of Policy 4-011
  Multiracial Work Forces in Coal, 1880-1930 5-109
  Relationship Between Employment, Unemployment, and Migration 3-004
  The Impact of Occupational Licensing on Labor Mobility 3-003C
  Work Experience and Lifetime Earnings 3-026
  Worker Migration in the U.S. and Overseas 6-075

Military—See ARMED FORCES
Military Training—See TRAINING; GI PILL; VETERANS
Minerals—See MINING
MINIMUM WAGE LAWS—See also WAGES; FAIR LABOR STANDARDS ACT
  Effect of Minimum Wage Legislation on Wages of Young Workers 5-075
  Minimum Wage Impact on School Enrollment and Labor Force Status 5-277
MINING
  Labor Productivity in Coal Industry 4-003
  Multiracial Work Forces in Coal, 1880-1930 5-109
  Occupational Disease Compensation and Prevention 5-173
MINNESOTA
  Assessment of CETA Programs and Services for Hispanics 3-050
  Institutional Grants (1978): The University of Michigan 5-008
  Minnesota Work Equity Program 2-074
  Research on the Minnesota Work Equity Program 2-078

MINORITIES—See also MEXICAN AMERICANS; SPANISH-SPEAKING AMERICANS; WOMEN; BLACKS
  Demographic Trends, Labor Force Changes, and the Economy 3-002
  Demonstration of Alternative Youth Approaches 2-006
  Earnings and Employment of Immigrants to the United States 4-001
  Female Hiring in the Basic Steel Industry: Progress and Prospects 3-041
  Impact of Court Cases on Minority Employment 3-109
  Improving Entry of Minority Women into Professional and Managerial Jobs 2-051
  Labor Market Information and Job Skills 1-020
  Labor Market Status of Mexican Americans 3-054
  Multiracial Work Forces in Coal, 1880-1930 5-109
  Occupational/Industrial Distribution of Four Ethnic Groups 5-175
  Placing Minorities in Managerial and Professional Jobs 2-053
  Race and Sex Differences in Job Turnover 5-302
  Relationship Between Employment, Unemployment, and Migration 3-004
  Research and Assessment on LMI and Job Search Skills Demonstration 1-018
  Research on Community Based Organizations in CETA Programs 1-044
  Research on Operation of Federal Government Labor Market 3-031
  RTP/Employment Service Project to Place Minorities in Professional Jobs 2-052
  Selection and Career Advancement in an Internal Labor Market 3-113
  State Employment Service Professional Selection System 1-039
  Study of Urban and Rural Nonreservation Indian Employment and Training Programs 3-032
  Training Information for Policy Guidance 3-006E
  West Virginia Travel and Tourism Industry Demonstration Project 4-025
  Workshops and Dissertation Research Project for Minority Scholars 1-052
MINORITY BUSINESS ENTERPRISE
  Ghetto Economic Corporations 5-220
MISSISSIPPI
  Institutional Grants (1978): The University of Alabama 5-005
  Low-Income Families in Four Rural Counties 3-040
MISSOURI
  Institutional Grants (1978): The University of Kansas 5-012
  Recipients of Federal Supplemental Benefits and Special Unemployment Assistance 2-099
MISSOURI, ST. LOUIS
  Work and Income in Urban Poverty Areas 3-090
MOBILITY—See also LABOR MOBILITY
  An Analysis of the New England Economy 4-015
  Contribution of Social Resources in the Labor Force 5-044
  Dual Labor Market Theory 5-047
  Job Search and Relocation Assistance Pilot Project 2-091
  Job Security Provisions and the Allocation of Labor 5-128
  The Development of the Labor Force in San Francisco, 1870-1910 5-058
MOBILITY ASSISTANCE—See also GEOGRAPHIC MOBILITY
  Job Search and Relocation Assistance Pilot Project 2-091
MODELS—See also ECONOMIC ANALYSIS AND ECONOMETRICS; INPUT-OUTPUT MODELS
  American Exceptionalism and the Strike 5-021
  An Empirical Investigation of Job Search Behavior of the Unemployed 5-089
  An Integrative Approach to Leadership 5-137
  Collective Bargaining in the Public Schools 5-088
  Employment, Criminality and Criminal Recidivism 5-095
  Examination of Approaches to Predict Withdrawal Behavior 5-040
  Impact of UI Program on Temporary Lay-offs 5-125
  Innovative Approaches to Rural Job Creation 1-007
  Internal Markets and the Demand for Labor 5-141
  Inventory Investment and the Short-Run Demand for Labor 5-142
  Labor Supply Behavior of Single Women with Children 5-156
  Manpower and Economic Indicators and Forecasts 1-016
  Social Factors Determining Successful Training 5-099
  The Impact of Screening on Earnings Profiles 5-123
  Verification of Eligibility of CETA Applicants 1-051
  Working Life Tables for U.S. 1972 5-316
MONITORING OF CETA PROGRAMS—See also CETA SERVICES AND PLANNING
  Introduction of CETA in Eastern Massachusetts 1-003
  Transition to CETA in Ohio 1-008
  Verification of Eligibility of CETA Applicants 1-051
MONTANA
  Institutional Grants (1978): Utah State University 5-013
MOONLIGHTING
  Worker Responses to Variable Work Schedules 3-123
Morale—See WORK ATTITUDES
MOTHERS—See also FAMILIES; WOMEN
  Dual Careers 3-007D
  Effects of Child Health Status on Maternal Labor Supply 5-266
  Female Occupational Choice and Family Formation 5-105
  Labor Force Participation and Fertility of Mothers 5-150
  Maternal Employment and School Adjustment 5-168
  Paternal Authority, Work Training, and Income Maintenance Programs 2-075
  Work, Welfare, and the Increase in Women Living Independently of Men 5-247
  Years for Decision 3-007B
MOTIVATION—See also WORK ATTITUDES; ATTITUDES; JOB SATISFACTION; INCENTIVES
  Instrumental Determinants of Individual Job Performance, Satisfaction, and Parti 5-136

Determinants and Consequences of Young Women's Attitudes Toward Work 5-257
Effects of Economic Change and Overtime on Absenteeism and Health 5-079
Effects of Task Goal and Schedule Choice on Productivity . 5-222
Employee Responses to Work-Unit Structure 5-093
Employment Quality and Self-Investment in Work 5-301
Husbands in Dual Career Families 5-117
Implementation of Job Design 5-129
Job Training, Personality, and Labor Market Conditions 5-279
Management by Objectives 5-164
Measurement of Alienation Through Behavioral Rating Scales 5-169
Multiproject Demonstration of Manpower Development 1-005
Nonpecuniary Characteristics and the Decision to Change Jobs 5-291
Pathways into the World of Work: Experiences of Youth 3-007F
Pilot Study: Effects of Guaranteed Annual Income for Longshoremen 5-084
Pre-Retirement Years 3-007A
Primary Group Relations, Occupational Mobility, and Orientation to Work 5-188
Role of Husband Support on Wife's Return to School 5-197
Task Design, Monetary Outcomes, and Worker Responses 5-226
The Occupational Socialization of Police 5-178
Work and Income in Urban Poverty Areas 3-090
Work Attitudes and Labor Market Experience 3-124
Work, Welfare, and the Increase in Women Living Independently of Men 5-247
Multinational Corporations—See CORPORATIONS
Municipal Employment—See STATE AND LOCAL GOVERNMENTS

N

NATIONAL COMMISSION FOR EMPLOYMENT POLICY
Manpower Goals for American Democracy 4-004
NATIONAL COUNCIL ON EMPLOYMENT POLICY
Manpower Research and Formation of Policy 4-011
NATIONAL EMPLOYMENT AND TRAINING POLICY
Manpower Goals for American Democracy 4-004
Manpower Research and Formation of Policy 4-011
Socio-Economic Policies and Programs for the Elderly 4-020
NATIONAL LONGITUDINAL SURVEYS—See also YOUNG MEN; YOUNG WOMEN; YOUTH; WOMEN; MEN; OLDER WORKERS
A Study of Wage Dynamics Based on the National Longitudinal Surveys 3-016
A Study of Women's Labor Force Participation and Fertility 3-021
An Analysis of Female Heads of Families 5-167
An Analysis of Unions; Race; Wage Nonwage Competition. 5-249
Career Thresholds 3-007C
Conference on National Longitudinal Surveys 3-023
Conference on National Longitudinal Surveys of Mature Women 3-085
Conference on the National Longitudinal Surveys of Youth. 3-086
Cyclical Economic Activity and the Labor Market 3-012
Dual Careers 3-007D
Early Career Contingencies of Status Attainment 5-264
Early Retirement and the Labor Market Dynamics of Older Workers 5-063
Earnings, Occupational Choice, and Early Family Formation 5-265
Effect of Changes in Women's Labor Force Participation Rates 5-073
Effects of Negative Income Tax on Educational Attainment 5-062
Effectual Study of Early Work Experience of Young Men 3-009
Employment and Earnings Analysis of Differences in Men and Women 3-014
Employment of Married Women With Children 5-149
Employment, Income, Marriage, and Divorce of Women 5-271
Job Shopping Among Young Men 3-018
Labor Market Behavior of Male Youth 5-148
Longitudinal Analysis of Occupational Mobility 3-001
Mobility of Primary Earners in Households with Low Earnings 3-019
National Longitudinal Surveys Clearinghouse 3-007E
National Longitudinal Surveys of Labor Force Behavior 3-007
Nonunion Competition on Unionized Construction Labor Market 5-275
Occupational Segregation by Sex: An Analysis of Female Workers 5-177
Pathways into the World of Work: Experiences of Youth 3-007F
Perceived Discrimination, Work Attitudes and the Labor Market 5-295
Pre-Retirement Years 3-007A
Race and Sex Differences in Job Turnover 5-302
Race, Labor Turnover, and Male Earnings 3-013
Racial Discrimination and Occupational Choice of Young Men 3-011
School-to-Work Transition of Youth 3-084
School, Family, and Work Experience of Young Women 5-204
Sex Differences in Early Contingencies in Attainment 5-304
Static and Dynamic Labor Supply Functions 4-021
Status Attainment Process: Race and Sex Comparisons 5-155
Study of Successful Reentry of Older Women into the Labor Force 3-017
The Consequences of Unemployment on Evaluation of Self. 5-043
The Economic Responsiveness of the U.S. Labor Force 5-069
The Occupational Success of Young Women 5-179
The Structure and Determinants of Youth Unemployment 3-020
The Structure of Youth Labor Markets 5-219
Vocational Education: How Much? For Whom? 2-016
Why Women Work: An Analysis of the Economic and Personal Reasons 3-010
Women and Part-Week Work 3-098
Women and the American Occupational Structure 5-315
Women's Work-Relevant Attitudes and Employment Behavior 3-015
Work Attitudes and Labor Market Experience 3-124
Work Commitment Among Young Women 5-245
Work, Welfare, and the Increase in Women Living Independently of Men 5-247
Years for Decision 3-007B
National Manpower Policy Task Force—See NATIONAL COUNCIL ON EMPLOYMENT POLICY
NATIONAL PROGRAMS
Manpower Research and Formation of Policy 4-011
Socio-Economic Policies and Programs for the Elderly 4-020
Native Americans—See INDIANS
Navajo Indians—See INDIANS
Navy—See ARMED FORCES
NEBRASKA
Institutional Grants (1978): The University of Kansas 5-012
Needs Analysis—See ASSESSMENT AND EVALUATION
NEGATIVE INCOME TAX
Effects of Negative Income Tax on Educational Attainment 5-062
Negroes—See BLACKS
NEVADA
Development of a Regional Computer-Based Management Information System 1-017
Institutional Grants (1978): California State University 5-015
NEW ENGLAND
An Analysis of the New England Economy 4-015
NEW HAMPSHIRE
Institutional Grants (1978): Northeastern University 5-001
NEW JERSEY
Institutional Grants (1978): Rutgers University 5-003
Paternal Authority, Work Training, and Income Maintenance Programs 2-075
Recipients of Federal Supplemental Benefits and Special Unemployment Assistance 2-099
Testing Job Service Employee Productivity Incentives (N.J.) 1-043
NEW MEXICO
Institutional Grants (1978): University of Texas at Austin 5-010
NEW MEXICO, SILVER CITY
Wage Labor and Urban Chicano Adaptation 5-240
NEW YORK
Institutional Grants (1978): Rutgers University 5-003
Maximizing the Integration of Local Labor into the Apple Industry 3-103
Physical Rehabilitation and Employment of AFDC Recipients 2-076
Recipients of Federal Supplemental Benefits and Special Unemployment Assistance 2-099

- New York Public Assistance Law—See WELFARE LEGISLATION
- NEW YORK SMSA
  - Labor Force Characteristics of Puerto Rican Migrants 3-077
- NEW YORK, NEW YORK
  - Assessing Services to and Problems of Hispanic Ex-Offenders 3-044
  - Health Services Mobility Study (HSMS) 2-048
  - Impact of Large Public Programs 3-006A
  - Institutional Barriers to Employment of Puerto Ricans in New York City 3-069
  - Metropolitan Area Econometric Model to Estimate Employment 1-021
  - Training Information for Policy Guidance 3-006E
  - Undocumented Labor and Conditions in N.y. City Garment Industry 3-120
  - Women Stockbrokers in the New York Financial Community 5-243
- NEWSPAPER ADVERTISEMENTS
  - Labor Exchange Role: ES vs. Want Ads 1-011
- NONFARM
  - Nonfarm Work of Farm-Family Members 5-256
- NORTH CAROLINA
  - Feasibility of Special WIN Unit for Women Losing AFDC 2-071
  - Institutional Grants (1978): The University of Alabama 5-005
  - Multiproject Demonstration of Manpower Development 1-005
  - Resource Adjustment and Mechanization in the Tobacco Industry 3-097
  - South Carolina's Industry Start-Up Training Program 2-088
  - White Workers in the Post-Bellum South 5-182
- NORTH CAROLINA, CHARLOTTE
  - Employment Growth in Middle-Size Cities 4-008
- NORTH DAKOTA
  - Institutional Grants (1978): Utah State University 5-013
- NURSES—See also HEALTH OCCUPATIONS
  - Supply of Nursing Services in Canadian Labor Markets in 1971 5-072
  - The Supply of Professional and Nonprofessional Nurses 5-308
  - Training Information for Policy Guidance 3-006E
- NUTRITION
  - Food Stamp Workfare 2-065

O

- OCCUPATIONAL ADJUSTMENT—See also OCCUPATIONAL MOBILITY
  - Pilot Study: Effects of Guaranteed Annual Income for Longshoremen 5-084
- OCCUPATIONAL ASPIRATIONS—See also CAREER GOALS
  - Influence of Mexican-american Family Patterns on Job Placement 5-135
- OCCUPATIONAL CHOICE—See also COUNSELING AND GUIDANCE; CAREER CHOICE
  - Career Striving in Black and White Women 5-274
  - Dual Careers 3-007D
  - Earnings, Occupational Choice, and Early Family Formation 5-265
  - Female Occupational Choice and Family Formation 5-105
  - Feminization of Clerical Work in Boston 5-106
  - Generations: Transmission of Occupation 5-112
  - Occupational Segregation by Sex: An Analysis of Female Workers 5-177
  - Occupational/Industrial Distribution of Four Ethnic Groups 5-175
  - Racial Discrimination and Occupational Choice of Young Men 3-011
  - School-to-Work Transition of Youth 3-084
  - Second Careers for Retired Military Officers 5-206
  - Women and Men in Nontraditional Occupations 5-242
  - Years for Decision 3-007B
- OCCUPATIONAL CLASSIFICATION—See also EMPLOYER PRACTICES AND POLICIES
  - Committee on Occupational Classification and Analysis 1-010
  - International Occupational Differentiation by Sex 5-172
- Occupational Differentials—See WAGE STRUCTURE
- Occupational Disease—See OCCUPATIONAL SAFETY AND HEALTH
- Occupational Distribution—See OCCUPATIONAL STRUCTURE
- OCCUPATIONAL INFORMATION—See also LABOR MARKET INFORMATION
  - An Analysis of Imperfect Information in the Labor Market 5-024
  - Career Thresholds 3-007C
  - Committee on Occupational Classification and Analysis 1-010
  - Interdisciplinary Study of Decision Processes in Job Choice 5-138
  - Women Stockbrokers in the New York Financial Community 5-243
  - Years for Decision 3-007B
- OCCUPATIONAL LICENSING—See also CREDENTIALING; HEALTH OCCUPATIONS
  - Cooperative Action to Improve Occupational Regulation 4-006
  - Lawyer Earnings and Barriers to Entry 5-286
  - Models of Local Labor Markets and Training Programs' Success Indicators 3-003
  - Occupational Licensure of Allied Health Programs 5-174
  - The Impact of Occupational Licensing on Labor Mobility 3-003C
  - Training Information for Policy Guidance 3-006E
- OCCUPATIONAL MOBILITY—See also UPGRADING
  - Behavioral Model of Labor Force Migration 5-031
  - Career Patterns of 2-Year College Graduates 5-035
  - Career Thresholds 3-007C
  - Cyclical Economic Activity and the Labor Market 3-012
  - Dual Careers 3-007D
  - Evolution of Segmentation in the Labor Market 5-098
  - Generations: Transmission of Occupation 5-112
  - Health Services Mobility Study (HSMS) 2-048
  - Helping Farmworkers Develop Alternative Employment 3-093
  - Longitudinal Analysis of Occupational Mobility 3-001
  - Marital Mobility Constraints on Women's Occupational Mobility 5-166
  - Mexican American College Graduates Labor Market Experiences 3-072
  - Midlife Career Change: Coping with Transitions in Employment 5-290
  - Mobility of Male Workers Employed in Female Professions 5-207
  - Multiracial Work Forces in Coal, 1880-1930 5-109
  - Occupational Mobility in a Dual Economy 5-176
  - Primary Group Relations, Occupational Mobility, and Orientation to Work 5-188
  - Restructuring Health Manpower Organizations 2-050
  - Structure of Chicano Rural Labor Market Jobs 3-053
  - Structure of Mobility: An Alternative Approach 5-218
  - The Effects of Mobility on Earnings Progression for Women 5-082
  - Training Information for Policy Guidance 3-006E
- OCCUPATIONAL PROJECTIONS—See also LABOR SUPPLY PROJECTIONS
  - Manpower Research and Formation of Policy 4-011
- Occupational Requirements—See LABOR DEMAND
- OCCUPATIONAL SAFETY AND HEALTH
  - Economics of Occupational Health and Safety 5-071
  - Industrial Safety and Collective Bargaining 5-133
  - International Aspects of Occupational Health Regulations 6-034
  - Manpower Conflicts Arising from Mass Layoff 3-006D
  - Occupational Disease Compensation and Prevention 5-173
  - Social Support for Mediating the Effects of Occupational Stress 5-213
  - Trade Unions, Wages, Occupational Injury and Public Policy 5-229
- OCCUPATIONAL STATUS—See also UPGRADING; STATUS
  - Analysis of Differential Employment Success of Spanish Americans 3-066
  - Change of Language Effect on Achievement 5-276
  - Determinants of Economic Success 2-010
  - Determinants of Hispanic Success in Higher Level Job Entry 3-046
  - Intergenerational Transmission of Occupational Statuses in U.S. 5-139
  - Labor Market to Human Capital 5-159
  - Male-Female Dimensions of Occupational Prestige 5-163
  - Perceived Occupational Similarities 5-298
  - Socioeconomic Mobility and Assimilation of Mexican Immigrants 3-068
  - Sources of Occupational Prestige Ratings 5-216

Status Attainment Process: Race and Sex Comparisons 5-155
The Effects of Mobility on Earnings Progression for Women 5-082
OCCUPATIONAL STRUCTURE—See also JOB STRUCTURE
Determining Job Linkages Between Industry and the Community 3-071
Evolution of Segmentation in the Labor Market 5-098
From Skilled Craft to Mass Production: U.S. Cigarmakers 5-110
Health Services Mobility Study (HSMS) 2-048
Intergenerational Transmission of Occupational Statuses in U.S. 5-139
International Occupational Differentiation by Sex 5-172
Longitudinal Analysis of Occupational Mobility 3-001
Occupational Mobility in a Dual Economy 5-176
Occupational Segregation by Sex 5-292
Relationship Between Employment, Unemployment, and Migration 3-004
State Salary Comparability Study 1-046
Status Attainment Process: Race and Sex Comparisons 5-155
Structure of Chicano Rural Labor Market Jobs 3-053
Training Information for Policy Guidance 3-006E
Trends in Women's Education, Attainment, Earnings, and Occupations 5-029
Women and the American Occupational Structure 5-315
OCCUPATIONAL TRAINING—See also VOCATIONAL TRAINING
Industry Involvement with CETA Sponsors 1-002
Measuring the Quality of CETA Training—A Feasibility Study 2-040
Research on Program for Persons of Limited English-Speaking Ability 3-082
South Carolina's Industry Start-Up Training Program 2-088
Training Information for Policy Guidance 3-006E
Youth Labor Market 3-006C
OCCUPATIONS—See also specific occupations
Metropolitan Area Econometric Model to Estimate Employment 1-021
Offender Employment Restriction Laws—See CORRECTIONS; OFFENDERS
OFFENDERS—See also EX-OFFENDERS
Analytical Monograph on TARP Project 2-098
Assessing Services to and Problems of Hispanic Ex-Offenders 3-044
CETA Prime Sponsors in the Criminal Justice Field 2-102
Enhancing the Effectiveness of the Federal Bonding Program 2-095
Impact of a California Bill on Employment and Recidivism 2-097
Job Help for Arrestees 2-100
Survey of Apprenticeship Programs in Federal Prisons 2-041
Transitional Aid Research Project for Ex-Offenders 2-105
Office Workers—See CLERICAL OCCUPATIONS
OHIO
Determining Nature of Hispanic Employment Problems 3-067
Institutional Grants (1978): The University of Michigan 5-008
Transition to CETA in Ohio 1-008
OHIO, CINCINNATI
Improving Entry of Minority Women into Professional and Managerial Jobs 2-051
OHIO, COLUMBUS
Employment Growth in Middle-Size Cities 4-008
OHIO, DAYTON
Improving Entry of Minority Women into Professional and Managerial Jobs 2-051
OJT—See ON-THE-JOB TRAINING (OJT)
OKLAHOMA
Institutional Grants (1978): University of Texas at Austin 5-010
OKLAHOMA, OKLAHOMA CITY
Improving Entry of Minority Women into Professional and Managerial Jobs 2-051
OKLAHOMA, TULSA
Improving Entry of Minority Women into Professional and Managerial Jobs 2-051
OLDER WORKERS—See also AGING; AGE DISCRIMINATION IN EMPLOYMENT ACT; RETIREMENT; MATURE WORKERS; PENSIONS
Documentation and Analysis of National Program for Selected Population Segments 3-038
Conference on Longitudinal Study of Men in Pre-Retirement Years 3-087
Determinants of the Age of Retirement and Patterns of Labor 5-054
Early Retirement and the Labor Market Dynamics of Older Workers 5-063
Labor Supply Function for Older Males 5-201
Pre-Retirement Employment Options 3-102
Pre-Retirement Years 3-007A
Public Service Employment in the South—A Case Study 4-017
Research Study of Older Workers: R&D Strategy 1-057
Retired Teachers as a Supplementary Educational Resource 2-015
Second Careers for Retired Military Officers 5-206
Services to Hispanic Older Workers 3-059
Social Security and Labor Supply of Older Men 3-024
Socio-Economic Policies and Programs for the Elderly 4-020
Training Information for Policy Guidance 3-006E
ON-THE-JOB TRAINING (OJT)
Employment of Handicapped in State Civil Service 3-107
Manpower Research and Formation of Policy 4-011
Survey of Training in Industry 3-121
Training Information for Policy Guidance 3-006E
Woodsworking Training Program 2-030
OPPORTUNITIES INDUSTRIALIZATION CENTERS
Manpower Research and Formation of Policy 4-011
OREGON
Feasibility of Vouchers for Training in WIN 2-064
Institutional Grants (1978): Seattle University 5-016
OREGON, PORTLAND
Feasibility of Vouchers for Training in WIN 2-064
ORGANIZATIONAL DYNAMICS
Effects of a Merger on the Company and Employees 5-307
Employee Participation in Job Structuring 3-110
Unionism in Institutions of Higher Learning 5-234
Worker Ownership and Control of Companies and Organizational Effectiveness 5-198
ORGANIZATIONAL ENVIRONMENT
An Integrative Approach to Leadership 5-137
Clearinghouse on Productivity and Quality of Working Life 3-100
Effects of Job and Life Stress on Job-Related Strain 5-144
Employee Responses to Work-Unit Structure 5-093
Factors Affecting Persistance of New Behaviors in Organizations 5-267
Institutional Analysis of WIN 2-069
Organizational Barriers to Hispanic Advancement 3-057
Organizational Strategies: Jobs and Local Economics 5-294
Structure of Withdrawal 5-306
Supervisor-Subordinate Role: A Determinant of Evaluation and Rewards 5-225
The Employment Service: An Institutional Analysis 1-036
ORGANIZATIONAL PATTERNS
Organizational Socialization 5-181
ORGANIZATIONAL STRUCTURE
Clearinghouse on Productivity and Quality of Working Life 3-100
Development of Work Involvement Through Task Success 5-262
Health Services Mobility Study (HSMS) 2-048
Institutional Analysis of WIN 2-069
Organizational Strategies: Jobs and Local Economics 5-294
Restructuring Health Manpower Organizations 2-050
Supervisor-Subordinate Role: A Determinant of Evaluation and Rewards 5-225
The Employment Service: An Institutional Analysis 1-036
Unionism in Institutions of Higher Learning 5-234
Orientals—See ASIAN/PACIFIC AMERICANS
Outmigration—See MIGRATION
Output—See PRODUCTION
Overtime—See WORK SCHEDULES

P

Paramedical Occupations—See HEALTH OCCUPATIONS
Paraprofessionals—See HEALTH OCCUPATIONS
PAROLE—See also CORRECTIONS; ALTERNATIVES TO INCARCERATION
Assessing Services to and Problems of Hispanic Ex-Offenders 3-044
PART-TIME EMPLOYMENT—See also WORK SCHEDULES
Clearinghouse on Productivity and Quality of Working Life 3-100
Coop Education in School-to-Work Transition 2-014

Examination of Approaches to Predict Withdrawal Behavior 5-040
Job Sharing and Flexible Time Arrangement 3-101
Minimum Wage Impact on School Enrollment and Labor Force Status 5-277
Part-Time Employment and Worker Effectiveness 5-184
Permanent Part-Time Employment: Exploratory Analysis 3-114
Study of Successful Reentry of Older Women into the Labor Force 3-017
The Pattern of Women's Labor Supply 5-185
Women and Part-Week Work 3-098
Worker Responses to Variable Work Schedules 3-123

PART-TIME LABOR MARKET—See also WORK SCHEDULES; PART-TIME EMPLOYMENT
Econometric Analysis of Part-Time Labor Market 3-039

PARTICIPANT-OBSERVER METHODOLOGY
Feasibility of Vouchers for Training in WIN 2-064
Technological Change in Two Arctic Communities 5-227

PENNSYLVANIA
Experimental Job Trials 2-085
Institutional Grants (1978): Virginia Commonwealth University 5-004
Recipients of Federal Supplemental Benefits and Special Unemployment Assistance 2-099

PENNSYLVANIA, PHILADELPHIA
Industry Involvement with CETA Sponsors 1-002
Labor Market Information and Job Skills 1-020
Validation of Work Sample Battery 2-086

PENNSYLVANIA, PITTSBURGH
Study of the Pittsburgh Plan 3-096

Pension Portability—See PENSIONS

PENSIONS—See also RETIREMENT
Determinants of the Age of Retirement and Patterns of Labor 5-054
Early Retirement and the Labor Market Dynamics of Older Workers 5-063
Life-Cycle Model of Pensions 5-160
Manpower Research and Formation of Policy 4-011
Post-Retirement Work Experience 3-022
Pre-Retirement Years 3-007A
Social Security and Labor Supply of Older Men 3-024
Social Security, Private Pensions and Labor Supply of Potential Retirees 5-212
Socio-Economic Policies and Programs for the Elderly 4-020

PEP—See PUBLIC EMPLOYMENT PROGRAMS

PERFORMANCE EVALUATION
Internal Allocation of Labor in a Civil Service Merit System 5-028

PERSONNEL ADMINISTRATION—See also EMPLOYMENT AND TRAINING PROGRAM MANAGEMENT; EMPLOYMENT SERVICE MANAGEMENT; JOB PERFORMANCE FEEDBACK
Multiproject Demonstration of Manpower Development 1-005
Organizational Barriers to Hispanic Advancement 3-057
Psychological Testing and Educational Credentials of Police 5-111

Personnel Development—See UPGRADING

Personnel Selection—See RECRUITMENT

PERSONS OF LIMITED ENGLISH-SPEAKING ABILITY
Manpower Research and Formation of Policy 4-011

Ph.D.'s—See DOCTORAL DEGREES

Phillips Curve—See UNEMPLOYMENT/INFLATION TRADEOFF

PHYSICIANS—See also HEALTH OCCUPATIONS
The Training of Foreign House Staff 5-230
Training Information for Policy Guidance 3-006E
Vocational Adjustment of Physician Assistants 5-237

PILOT STUDY
Improving Information on ES Referrals and Placements 1-031
Job Offer Response and Labor Market Conditions 5-299
Survey-National Worktime Preferences 3-122

Placement—See JOB PLACEMENT

PLANNING AND ADMINISTRATION
Impact of New Regulations Governing ES Services 1-026

Planning Council—See PRIME SPONSORS' PLANNING COUNCIL

PLANNING RESEARCH, AND DEVELOPMENT—Projects dealing principally with this subject appear in Chapter 1D.) See also UTILIZATION OF EMPLOYMENT AND TRAINING RESEARCH AND DEVELOPMENT
Functional Description of Employment Service Local Offices 1-033
Human Resources Research Traineeships 1-028
Manpower Research and Formation of Policy 4-011
ORD's Rural Work 3-083
REDET Offices Feasibility Study 1-054
Reduced Research Funding and University Scientists 5-059
Research Study of Older Workers: R&D Strategy 1-057
Summary of ES RD&E, 1975-1979 1-058
Workshops and Dissertation Research Project for Minority Scholars 1-052
Youth Transition to Work: Synthesis, Analysis, and Strategy 1-059

PLANT SHUTDOWN—See also EMPLOYMENT TERMINATION; LAYOFFs; TRADE ADJUSTMENT ASSISTANCE
Emotional Reactions of Workers Who Lost Jobs in a Plant Closing 5-101

POLICE—See also LAW ENFORCEMENT
Psychological Testing and Educational Credentials of Police 5-111
The Occupational Socialization of Police 5-178

POLITICAL ACTION INSTITUTIONS
Industrialization, Responses, and Uses of the Political System 5-132

Poor—See POVERTY

POPULATION—See also LABOR FORCE; LABOR SUPPLY; IMMIGRANTS
Demographic Trends, Labor Force Changes, and the Economy 3-002
Population Decrease and Employment in Agricultural Communities 5-199

Post-program Earnings—See ASSESSMENT AND EVALUATION

POVERTY—See also LOW INCOME; CULTURE OF POVERTY
Analysis of the AFDC-U Program 2-063
Earnings Declines, Social Insurance, and Poverty 5-065
Income and Employment 4-009
Income Dynamics of the Poor 2-068
Manpower Research and Formation of Policy 4-011
Recipients of Federal Supplemental Benefits and Special Unemployment Assistance 2-099
Training Information for Policy Guidance 3-006E

POVERTY AREAS—See also INNER-CITY RESIDENTS; GHETTO RESIDENTS
Dual Labor Market 5-061
Inequality and Urban Crisis 5-134
Labor Market Status of Mexican Americans 3-054

Preapprentice Training—See APPRENTICESHIP

Precision Machinist—See MACHINISTS

PREDICTION OF SUCCESS IN PROGRAMS—See also EFFECTIVENESS OF PROGRAMS; TRAINING EFFECTIVENESS AND IMPACT
Models of Local Labor Markets and Training Programs' Success Indicators 3-003
Short Term Indicators of Success for Evaluating Training Programs 3-003B
Use of Biographical Information System in WIN Programs 2-084
Work and Income in Urban Poverty Areas 3-090

Pretrial Intervention—See CORRECTIONS

PREVOCATIONAL TRAINING
Documentation and Analysis of National Program for Selected Population Segments 3-038

Prevocational/orientation Courses—See VOCATIONAL GUIDANCE

Prevocational Training—See APPRENTICESHIP

PRICES
Consumer Price Changes and the Cost of Imports 6-003
Effects of International Market Linkages 6-012
Price Behavior in U.S. Industries 6-047
Price Response in Markets 6-048
The Impact of Import Changes on Consumer Prices 6-054
The Price Differential Between Domestic and Imported Steel 6-004
The Relationship Between Import and Domestic Prices 6-066

- PRIME SPONSORS (CETA)
  - Assessment of CETA Impact on DOL Manpower Programs 1-001
  - Assessment Techniques for Disadvantaged in Manpower Programs 2-083
  - CETA Prime Sponsors in the Criminal Justice Field 2-102
  - Human Resources Research Traineeships 1-028
  - Introduction of CETA in Eastern Massachusetts 1-003
  - Manpower Research and Formation of Policy 4-011
  - Multiproject Demonstration of Manpower Development 1-005
  - Planning and Implementation of PSE Title VI Expansion Projects 1-006
  - Private Employer Involvement in CETA 1-004
  - PSE and State and Local Civil Service Employment Structures 2-024
  - Research on Community Based Organizations in CETA Programs 1-044
  - Survey of CETA Arts and Humanities Projects 1-050
  - Transition to CETA in Ohio 1-008
  - Use of Non-Profit Institutions for PSE Expansion 2-025
  - Validation of Grant Agreement Data 1-009
- PRIME SPONSORS' PLANNIN COUNCILSG
  - Introduction of CETA in Eastern Massachusetts 1-003
  - Multiproject Demonstration of Manpower Development 1-005
  - Transition to CETA in Ohio 1-008
- Prison Industries—See CORRECTIONS
- PRISONERS—See also OFFENDERS
  - Analytical Monograph on TARP Project 2-098
  - Transitional Aid Research Project for Ex-Offenders 2-105
- PRIVATE INDUSTRY—See also INDUSTRY PRACTICES
  - Industry Involvement with CETA Sponsors 1-002
  - Manpower Research and Formation of Policy 4-011
  - Private Employer Involvement in CETA 1-004
  - Survey of Training in Industry 3-121
- PROBABILITY MODELS
  - Quality Adjustment in Labor Markets in Recession 5-192
- PRODUCT DEMAND
  - Consumer Price Changes and the Cost of Imports 6-003
  - Estimating Substitution Possibilities Between Imports and Domestic Production 6-014
  - Hedonic Demand Model for Automobiles 6-023
  - Price Response in Markets 6-048
  - The Impact of Import Changes on Consumer Prices 6-054
  - Trade and Employment in the Chemical Industry 6-071
- PRODUCTION
  - Determinants and Utilization of Labor Demands for Labor and Capital 5-056
  - Foreign Trade and the Growth of the Service Economy 6-022
  - Manpower Research and Formation of Policy 4-011
  - Offshore Assembly and Production and Inter-Affiliate Trade 6-044
- PRODUCTIVITY
  - Instrumental Determinants of Individual Job Performance, Satisfaction, and Parti 5-136
  - Adjustment Costs in the Theory of Labor Demand, Productivity, and Unemployment 5-017
  - Clearinghouse on Productivity and Quality of Working Life 3-100
  - Determinants and Utilization of Labor Demands for Labor and Capital 5-056
  - Developing and Testing ES Employee Productivity Incentives 1-035
  - Effectiveness in Work Roles 3-105
  - Effects of Task Goal and Schedule Choice on Productivity 5-222
  - Employee Participation in Job Structuring 3-110
  - Employment Quality and Self-Investment in Work 5-301
  - Exploring Productivity Incentives in the ES 1-048
  - Factors Affecting Persistance of New Behaviors in Organizations 5-267
  - Foreign Trade and the Growth of the Service Economy 6-022
  - Improving Quality of Work Life of Municipal Workers 3-112
  - Internal Markets and the Demand for Labor 5-141
  - Labor Productivity in Coal Industry 4-003
  - Labor-Management Productivity Programs 5-152
  - Management by Objectives 5-164
  - Part-Time Employment and Worker Effectiveness 5-184
  - Process and Outcomes in a Quality of Working Life Project 3-106
  - Public Employment Service—Measuring Its Productivity 1-032
  - Reference Source on Worksharing 3-118
  - Short- and Long-Run Demand for Labor Services 5-050
  - Specification and Measurement of Productivity in the USES 1-045
  - Testing Job Service Employee Productivity Incentives (Kans.) 1-041
  - Testing Job Service Employee Productivity Incentives (N.J.) 1-043
  - Three Quality of Working Life Projects 3-104
  - Voluntary Labor Mobility and Absenteeism 5-238
  - White-Collar Work 5-313
  - Worker Ownership and Control of Companies and Organizational Effectiveness 5-198
- PROFESSIONALS
  - Dual Worker Married Couples 5-263
  - Post-Retirement Work Experience 3-022
  - Training Information for Policy Guidance 3-006E
  - Unionism in Institutions of Higher Learning 5-234
- Proficiency Examinations—See TESTING
- PROGRAM DESIGN—See also CETA SERVICES AND PLANNING
  - Documentation and Analysis of National Program for Selected Population Segments 3-038
  - PSE and State and Local Civil Service Employment Structures 2-024
  - Survey of CETA Arts and Humanities Projects 1-050
  - Transition to CETA in Ohio 1-008
  - Use of Non-Profit Institutions for PSE Expansion 2-025
- Program Direction—See CETA SERVICES AND PLANNING
- PROGRAM SERVICES AND TECHNIQUES
  - Competency-Based High School Diploma 2-004
  - Manpower Research and Formation of Policy 4-011
  - WIN Laboratories 2-082
- Program Specific Administration—See CETA SERVICES AND PLANNING
- PROGRAMED INSTRUCTION—See also INSTRUCTIONAL MATERIALS; EDUCATION; TRAINING
  - Job-Finding Club as a Method for Obtaining Employment 2-072
- Promotion—See UPGRADING
- Public Assistance—See WELFARE PROGRAMS
- PUBLIC EMPLOYMENT PROGRAMS—Projects dealing principally with this subject appear in Chapter 2B.)
  - Counter-Recessionary Public Employment 2-019
  - Employment Opportunity Pilot Projects Research Design 2-061
  - Evaluation of Public Service Employment in Home Care Field 2-021, 2-022
  - Household Surveys for the Employment Opportunity Pilot Projects 2-059
  - Labor Market Impacts of Employment Opportunity Pilot Projects 2-077
  - Large-Scale Public Job Creation 2-018
  - Manpower Research and Formation of Policy 4-011
  - Minnesota Work Equity Program 2-074
  - Multiproject Demonstration of Manpower Development 1-005
  - CRD's Rural Work 3-083
  - Public Service Employment in the South—A Case Study 4-017
  - Public Service Roles for Youth 2-026
  - Research on the Minnesota Work Equity Program 2-078
  - Supported Employment in the Public Sector 2-027
  - Turnover in a Guaranteed Jobs Welfare Reform 2-067
- PUBLIC EMPLOYMENT SERVICE—See also particular aspects of employment service operations
  - Booklet to Aid Leaders of Communities Facing Major Layoffs 1-023
  - Committee on Occupational Classification and Analysis 1-010
  - Determining ES Penetration Rate 1-030
  - Developing and Testing ES Employee Productivity Incentives 1-035
  - Exemplary Veterans Employment and Training Programs 1-037
  - Experimental Design of Net Benefit Analysis of the Employment Service 1-038
  - Exploring Productivity Incentives in the ES 1-048
  - Factors Determining Availability of Domestic Harvest Workers 3-030
  - Functional Description of Employment Service Local Offices 1-033
  - Impact of Mandatory Registrants on ES 1-025
  - Impact of Manpower Programs on Hispanic Americans 3-058
  - Impact of New Regulations Governing ES Services 1-026

  - Improve Linkage Through Regional Staffs 1-040
  - improving Information on ES Referrals and Placements 1-031
  - Job Search and Relocation Assistance Pilot Project 2-091
  - Job Search Assistance and Its Impact on Youth Joblessness 1-019
  - Labor Exchange Role: ES vs. Want Ads 1-011
  - Manpower Research and Formation of Policy 4-011
  - Measuring the Effectiveness of Counseling in the ES 1-042
  - Men in WIN 2-073
  - Placing Minorities in Managerial and Professional Jobs 2-053
  - Public Employment Service—Measuring Its Productivity 1-032
  - Recipients of Federal Supplemental Benefits and Special Unemployment Assistance 2-099
  - REDET Offices Feasibility Study 1-054
  - RTP/Employment Service Project to Place Minorities in Professional Jobs 2-052
  - Specification and Measurement of Productivity in the USES 1-045
  - Study of ES Job Orders, Cancellations, and Referral Process 1-047
  - Study to Determine Work Test Costs and Outcomes 1-049
  - Summary of ES RD&E, 1975-1979 1-058
  - Testing Job Service Employee Productivity Incentives (Kans.) 1-041
  - Testing Job Service Employee Productivity Incentives (N.J.) 1-043
  - The Employment Service: An Institutional Analysis 1-036
  - USES Management Information Needs 1-014
- Public Health Industry—See HEALTH CARE INDUSTRY
- Public Policy—See ECONOMIC POLICY
- PUBLIC SECTOR—See also PUBLIC EMPLOYMENT PROGRAMS
  - Pre-Retirement Years 3-007A
  - The Impact of Public Sector Unionism on Wage/Nonwage Benefits 5-223
  - Years for Decision 3-007B
- PUBLIC SERVICE EMPLOYMENT—See also PUBLIC EMPLOYMENT PROGRAMS
  - Coordinating Manpower Objectives With Private Sector Plans 5-045
  - Macroeconomic Impact of Public Service Employment of CETA 2-020
  - Manpower Research and Formation of Policy 4-011
  - On-the-Job Experiences of Mexican Americans in PSE Jobs 3-088
  - PSE and State and Local Civil Service Employment Structures 2-024
  - Survey of the Public's View of the Problems of Unemployment 4-022
  - Tracking the Eligible Population in Nonsustaining PSE 2-023
  - Turnover in a Guaranteed Jobs Welfare Reform 2-067
  - Use of Non-Profit Institutions for PSE Expansion 2-025
- Public Welfare Laws—See WELFARE LEGISLATION
- Public Welfare Programs—See WELFARE PROGRAMS
- PUERTO RICANS—See also SPANISH-SPEAKING AMERICANS
  - An Econometric Analysis of Hispanic Employment, Wages and Earnings 3-028
  - Assessing Services to and Problems of Hispanic Ex-Offenders 3-044
  - Determinants of Earnings for Persons of Spanish Origin 5-085
  - Determinants of Hispanic Youth Job Success 3-061
  - Employment and Income Consequence of Alternative Development Strategies 5-269
  - Employment and Income Projections for Puerto Rico in the 1980's 5-270
  - Institutional Barriers to Employment of Puerto Ricans in New York City 3-069
  - Labor Force Characteristics of Puerto Rican Migrants 3-077
  - Manpower Research and Formation of Policy 4-011
  - Research on Program for Persons of Limited English-Speaking Ability 3-082
  - Training Information for Policy Guidance 3-006E
- PUERTO RICO
  - Employment and Income Consequence of Alternative Development Strategies 5-269
  - Institutional Grants (1978): Rutgers University 5-003
  - Labor Force Characteristics of Puerto Rican Migrants 3-077

Q

- Qualifications—See JOB APPLICANTS
- QUALITY OF EMPLOYMENT—See also JOB SATISFACTION
  - Clearinghouse on Productivity and Quality of Working Life 3-100
  - Effectiveness in Work Roles 3-105
  - Effects of Job and Life Stress on Job-Related Strain 5-144
  - Employee Participation in Job Structuring 3-110
  - Factors Affecting Persistance of New Behaviors in Organizations 5-267
  - Improving Quality of Work Life of Municipal Workers 3-112
  - Manpower Research and Formation of Policy 4-011
  - Process and Outcomes in a Quality of Working Life Project 3-106
  - Quality of Work Life 2-093
  - Reference Source on Worksharing 3-118
  - Role Ambiguity in Managerial Reporting Chains 5-202
  - Social Support for Mediating the Effects of Occupational Stress 5-213
  - The Relative Impact of Job Histories 5-200
  - Three Quality of Working Life Projects 3-104
- QUESTIONNAIRE
  - A Study of Swapping 5-246
  - Cooperative Action to Improve Occupational Regulation 4-006
  - Male-Female Dimensions of Occupational Prestige 5-163
  - Measurement of Alienation Through Behavioral Rating Scales 5-169
  - Retaining Problem Drinkers on the Job 2-092
  - Testing Feasibility of Developing Data on Nonregistered Apprentices 2-043
  - Vocational Adjustment of Physician Assistants 5-237

R

- RACE—See also DISCRIMINATION; RACIAL DISCRIMINATION; BLACKS
  - An Analysis of Unions; Race; Wage Nonwage Competition 5-249
- RACIAL DISCRIMINATION—See also EQUAL EMPLOYMENT OPPORTUNITY COMMISSION; DISCRIMINATION
  - The Training of Foreign House Staff 5-230
  - Training Information for Policy Guidance 3-006E
- Racial Minorities—See MINORITIES
- RAILROADS
  - Industrial Relations for Railroad Manpower 5-195
- Reading—See BASIC EDUCATION
- Real Earnings—See EARNINGS
- RECIDIVISM—See also CRIME
  - Employment, Criminality and Criminal Recidivism 5-093
- RECRUITMENT—See also HIRING PRACTICES
  - Contribution of Social Resources in the Labor Force 5-044
  - Evaluation of Apprenticeship Outreach Program 5-041
  - Improving Entry of Minority Women into Professional and Managerial Jobs 2-051
  - Interdisciplinary Literature Review-Job Search and Recruitment 1-055
  - Interdisciplinary Study of Decision Processes in Job Choice 5-138
  - Job Placement Services in Colleges 2-003
  - Placing Minorities in Managerial and Professional Jobs 2-053
  - Psychological Testing and Educational Credentials of Police 5-111
  - RTP/Employment Service Project to Place Minorities in Professional Jobs 2-052
  - Rural Employment Outreach Project 2-038
  - State Employment Service Professional Selection System 1-039
  - The Employment of Dual-Career Couples 5-272
- REEMPLOYMENT ASSISTANCE
  - An Evaluation of the Trade Adjustment Program 5-077
- Referral—See JOB PLACEMENT
- Regional Labor Markets—See LABOR MARKET AREAS
- REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION
  - Development of a Regional Computer-Based Management Information System 1-017
  - Improve Linkage Through Regional Staffs 1-040
  - Institutional Grants (1978): California State University 5-015
  - Institutional Grants (1978): Clark College 5-006
  - Institutional Grants (1978): Kentucky State University 5-007
  - Institutional Grants (1978): Medgar Evers College 5-002
  - Institutional Grants (1978): Northeastern University 5-001
  - Institutional Grants (1978): Rutgers University 5-003

  - Institutional Grants (1978): Seattle University 5-016
  - Institutional Grants (1978): Southern University, A&M College 5-009
  - Institutional Grants (1978): The University of Alabama 5-005
  - Institutional Grants (1978): The University of Arizona 5-014
  - Institutional Grants (1978): The University of Kansas 5-012
  - Institutional Grants (1978): The University of Michigan 5-008
  - Institutional Grants (1978): University of Texas at Austin 5-010
  - Institutional Grants (1978): University of Texas at San Antonio 5-011
  - Institutional Grants (1978): Utah State University 5-013
  - Institutional Grants (1978): Virginia Commonwealth University 5-004
- Regional Planning—See PRIME SPONSORS' PLANNING COUNCIL
- Registry and Placement Service—See JOB PLACEMENT
- REGULATORY BOARD PROCEDURES
  - Cooperative Action to Improve Occupational Regulation 4-006
- REHABILITATION—See also DRUG USERS; HANDICAPPED; ALCOHOLICS; CORRECTIONS; OFFENDERS; EX-OFFENDERS
  - A Study of Wisconsin's Workmen's Compensation 5-221
  - Employer Attitudes Toward Ex-Offenders 5-251
  - Job Finding and Performance of Addicts/Ex-Addicts 2-094
  - Physical Rehabilitation and Employment of AFDC Recipients 2-076
  - Retaining Problem Drinkers on the Job 2-092
  - Sheltered Workshops and Handicapped Clients Survey 2-054
  - Training Programs in Michigan Prisons 5-032
- Reinforcement—See SOCIAL REINFORCEMENT
- RELATED INSTRUCTION
  - College Credits for Apprentice Training 2-034
  - Woodsworking Training Program 2-030
- RELOCATION
  - Job Search and Relocation Assistance Pilot Project 2-091
- Relocation Assistance—See MOBILITY ASSISTANCE
- Remedial Education—See BASIC EDUCATION
- Research and Development—See PLANNING, RESEARCH, AND DEVELOPMENT
- Research Funding—See FEDERAL FUNDING
- Research Review—See LITERATURE REVIEW
- RESEARCH STRATEGY
  - Seasonal Agricultural Labor Market Research Strategy 4-023
- RESIDENTIAL JOB CENTERS—See also JOB CORPS
  - Studies of Job Corps Allowances System and Home Leave Policy 2-012
- RETARDED
  - Employment of Handicapped in State Civil Service 3-107
  - Handbook for Employment of the Slow Learner 2-096
- Retention Of Trainees—See DROPOUTS
- Retention of Workers—See JOB RETENTION
- RETIREMENT—See also OLDER WORKERS; PENSIONS; TRANSITION FROM WORK TO RETIREMENT
  - Determinants of the Age of Retirement and Patterns of Labor 5-054
  - Early Retirement and the Labor Market Dynamics of Older Workers 5-063
  - Labor Supply Function for Older Males 5-201
  - Manpower Research and Formation of Policy 4-011
  - Post-Retirement Work Experience 3-022
  - Pre-Retirement Employment Options 3-102
  - Pre-Retirement Years 3-007A
  - Research Study of Older Workers: R&D Strategy 1-057
  - Retired Teachers as a Supplementary Educational Resource 2-015
  - Second Careers for Retired Military Officers 5-206
  - Social Security and Labor Supply of Older Men 3-024
  - Social Security, Private Pensions and Labor Supply of Potential Retirees 5-212
  - Socio-Economic Policies and Programs for the Elderly 4-020
  - Working Life Tables for U.S. 1972 5-316
- RETRAINING
  - Manpower Research and Formation of Policy 4-011
- RETURNS ON EDUCATIONAL INVESTMENT—See also HUMAN CAPITAL; ASSESSMENT AND EVALUATION; EDUCATIONAL EFFECT ON CAREER PATTERNS
  - An Analysis of Training Under the GI Bill 2-029
  - Career Thresholds 3-007C
  - Demand for Education of White and Black Males 5-196
  - Determinants of Economic Success 2-010
  - Education Investment Returns of Mexican American College Grads 3-055
  - Followup of Mexican American College Graduate Job Experiences 3-092
  - Hispanic Economic Status and Discrimination in Florida 3-056
  - Measuring Economic Status and Discrimination of Chicanos 3-070
  - Mexican American College Graduates Labor Market Experiences 3-072
  - Microeconomic Model of the Distribution of Labor Income 5-170
  - Quantity, Quality, and Sex Mix of Medical School Applicants 5-023
  - Race and Economics: A Human Capital Inquiry 5-193
- RETURNS ON TRAINING—See also ASSESSMENT AND EVALUATION; HUMAN CAPITAL; TRAINING EFFECTIVENESS AND IMPACT
  - An Analysis of Training Under the GI Bill 2-029
  - Pre-Retirement Years 3-007A
- REVENUE SHARING
  - Multiproject Demonstration of Manpower Development 1-005
- RHODE ISLAND
  - Institutional Grants (1978): Northeastern University 5-001
- RIO GRANDE VALLEY
  - The Impact of the Border Industrialization on Immigration to the U.S. 4-002
- ROLE CONFLICT
  - Characteristics of Career and Homemaking Oriented Women 5-297
  - Comparison Between Sex-Typical and Atypical Jobs 5-254
  - Organizational Socialization 5-181
- ROLE MODELS
  - Characteristics of Career and Homemaking Oriented Women 5-297
  - Dual Careers 3-007D
  - Generations: Transmission of Occupation 5-112
  - In-School Employment Project for Young Black Teenage Girls 2-007
  - Measurement of Role Model Characteristics 5-288
- RURAL AREAS
  - Documentation and Analysis of National Program for Selected Population Segments 3-038
  - Foreign Policy Aspects of U.S. Immigration Policies 4-024
  - Indian Reservation Manpower 3-091
  - Innovative Approaches to Rural Job Creation 1-007
  - Labor Market Status of Mexican Americans 3-054
  - Low-Income Families in Four Rural Counties 3-040
  - Manpower Research and Formation of Policy 4-011
  - Off-farm Labor Supply 5-180
  - ORD's Rural Work 3-083
  - Population Decrease and Employment in Agricultural Communities 5-199
  - Public Service Employment in the South—A Case Study 4-017
  - Push Factors in Mexican Migration to the United States 4-018
  - Resource Adjustment and Mechanization in the Tobacco Industry 3-097
  - South Carolina's Industry Start-Up Training Program 2-088
  - Structure of Chicano Rural Labor Market Jobs 3-053
- RURAL ARES
  - Rural Employment Outreach Project 2-038
- Rural Programs—See RURAL AREAS

S

- Salaries—See WAGES
- SALARY COMPARABILITY STUDIES
  - Sexual Inequality of Earnings Among Blue-Collar Workers 5-053
  - State Salary Comparability Study 1-046
- School Teachers—See TEACHERS
- Schools—See HIGH SCHOOLS
- School-to-work Transition—See TRANSITION FROM SCHOOL TO WORK
- SCIENTISTS
  - Reduced Research Funding and University Scientists 5-059
  - Work on Science and Engineering Newsletter for Blacks, Grades 4-8 1-013
- SEASONAL EMPLOYMENT—See also MIGRANTS; TEMPORARY EMPLOYMENT
  - Citrus Labor Market Demonstration Project 3-035

  - Factors Determining Availability of Domestic Harvest Workers 3-030
  - Maximizing the Integration of Local Labor into the Apple Industry 3-103
  - Nonimmigrant Workers in the United States 4-013
  - Seasonal Agricultural Labor Market Research Strategy 4-023
  - Upgrade Training in Canning Industry During Layoff Periods 2-049
  - Upgrade Training in the Canning Industry 2-055
- SECOND CAREERS
  - Manpower Research and Formation of Policy 4-011
  - Second Careers for Retired Military Officers 5-206
- Secondary Education—See HIGH SCHOOLS
- SECONDARY LABOR FORCE—See also DUAL LABOR MARKETS
  - Manpower Research and Formation of Policy 4-011
  - Sexual Inequality of Earnings Among Blue-Collar Workers 5-053
- Secondary Labor Markets—See DUAL LABOR MARKETS
- Secretarial Occupations—See CLERICAL OCCUPATIONS
- Selection—See RECRUITMENT
- Self-image—See ATTITUDES
- Seminars—See CONFERENCES
- SENIORITY SYSTEMS
  - Impact of Court Cases on Minority Employment 3-109
- SERVICE DELIVERY SYSTEMS
  - Alternative Youth Employment Strategies Program 2-087
  - Exemplary Veterans Employment and Training Programs 1-037
  - Factors Shaping Employment and Mobility Opportunities for Minority Workers 3-042
  - Functional Description of Employment Service Local Offices 1-033
  - Legislative and Administrative Changes on Workers' Compensation 5-278
  - Multiproject Demonstration of Manpower Development 1-005
  - Research on Community Based Organizations in CETA Programs 1-044
  - Survey of CETA Arts and Humanities Projects 1-050
  - Training Information for Policy Guidance 3-006E
  - Use of Non-Profit Institutions for PSE Expansion 2-025
  - Work and Income in Urban Poverty Areas 3-090
- SERVICE INDUSTRIES
  - Training Information for Policy Guidance 3-006E
- Services to Employers—See EMPLOYER SERVICES
- Services To Workers—See SUPPORTIVE SERVICES
- SEX DIFFERENCES—See also MALE/FEMALE
  - Low Wages for Women Workers 5-052
  - Male-Female Wage Differentials and Differential Overqualification 5-287
  - Sex Differences in Early Contingencies in Attainment 5-304
- SEX DISCRIMINATION—See also WOMEN; EQUAL EMPLOYMENT OPPORTUNITY COMMISSION; WAGE DIFFERENTIALS; MALE/FEMALE; INCOME DIFFERENTIALS
  - Attitudes Toward Equal Pay and Affirmative Action for Women 5-030
  - Career Thresholds 3-007C
  - Employment and Earnings Analysis of Differences in Men and Women 3-014
  - Federal Policy Concerning Women from 1945 to 1966 5-102
  - Feminization of Clerking: Women in Federal Employment, 1860-1900 5-107
  - Geographical Immobility and Low-Income Area Unemployment 5-080
  - National Longitudinal Surveys of Labor Force Behavior 3-007
  - Occupational Segregation by Sex: An Analysis of Female Workers 5-177
  - The Occupational Success of Young Women 5-179
  - University Salary Structure and Sex Discrimination 5-305
- SHELTERED WORKSHOPS
  - Descriptive Assessment of the Work Assistance Program 2-060
  - Employment of Handicapped in State Civil Service 3-107
  - Manpower Research and Formation of Policy 4-011
  - Sheltered Workshops and Handicapped Clients Survey 2-054
- SICK LEAVE
  - The Impact of Sick Leave Provisions on Medical Care Utilization 5-124
- SIMULATION
  - Counter-Recessionary Public Employment 2-019
- Skill Training—See OCCUPATIONAL TRAINING
- SKILLED WORKERS
  - Apprenticeship Programs in Skilled Metal Trades of the IAM and AW 2-039
  - Social Impact of Industrialization on Skilled Workers 5-210
- SMSA—See STANDARD METROPOLITAN STATISTICAL AREA (SMSA)
- SOCIAL CHANGE
  - Federal Policy Concerning Women from 1945 to 1966 5-102
  - Social Transformations: A Study of Cape Verdeans 5-214
  - State Labor Legislation for Women 5-037
- Social Health Technicians—See HEALTH OCCUPATIONS
- SOCIAL INDICATORS
  - Effectiveness in Work Roles 3-105
  - Manpower Research and Formation of Policy 4-011
  - Technological Change in Two Arctic Communities 5-227
- SOCIAL MOBILITY—See also LABOR MOBILITY
  - Effects of Technology on Organizational Structure 5-076
  - Intergenerational Transmission of Occupational Statuses in U.S. 5-139
  - The Intergenerational Transfer of Poverty 2-070
- SOCIAL POLICIES—Projects dealing principally with this subject appear in Chapter 4.)
  - Descriptive Assessment of the Work Assistance Program 2-060
  - Manpower Research and Formation of Policy 4-011
- SOCIAL REINFORCEMENT
  - Role of Husband Support on Wife's Return to School 5-197
  - The Impact of the Work Environment on Life Outside the Job 5-126
  - Work and Lifestyle Organization 5-244
- SOCIAL RELATIONSHIPS
  - Community Structure and the Experiences of Shift Workers 5-253
  - Effects of Technology on Organizational Structure 5-076
  - Noneconomic Impacts of Job Corps 2-013
  - Social Support for Mediating the Effects of Occupational Stress 5-213
  - Wage Labor and Urban Chicano Adaptation 5-240
- SOCIAL SECURITY
  - Life-Cycle Model of Pensions 5-160
  - Manpower Research and Formation of Policy 4-011
- SOCIAL SERVICE EMPLOYEES
  - Social Workers in Manpower Programs 5-215
- SOCIAL STRUCTURE
  - Community Structure and the Experiences of Shift Workers 5-253
  - Intergenerational Transmission of Occupational Statuses in U.S. 5-139
  - Social Transformations: A Study of Cape Verdeans 5-214
  - Structure of Mobility: An Alternative Approach 5-218
- Social Support—See SUPPORTIVE SERVICES
- Social Workers—See SOCIAL SERVICE EMPLOYEES
- SOCIODEMOGRAPHIC CHARACTERISTICS
  - Sex Differences in Early Contingencies in Attainment 5-304
  - Social Transformations: A Study of Cape Verdeans 5-214
  - Socioeconomic Profile of Outsettled Migrant Families 3-060
- SOCIOECONOMIC STATUS—See also STATUS
  - Dual Labor Market Theory 5-047
  - Male-Female Dimensions of Occupational Prestige 5-163
  - Uses of Manpower Funds by Counties Under CETA 5-236
- SOCIOLOGICAL FACTORS
  - Career Thresholds 3-007C
  - Dual Careers 3-007D
  - Impact of Family and Education on Attaining High Income 5-120
  - National Longitudinal Surveys of Labor Force Behavior 3-007
  - Social Impact of Industrialization on Skilled Workers 5-210
  - Social Science Model for Improving Services to Hispanics 3-047
  - Technological Change in Two Arctic Communities 5-227
  - Years for Decision 3-007B
- SOUTH CAROLINA
  - Institutional Grants (1978): The University of Alabama 5-005
  - South Carolina's Industry Start-Up Training Program 2-088
  - White Workers in the Post-Bellum South 5-182
- SOUTH DAKOTA
  - Institutional Grants (1978): Utah State University 5-013
- SOUTHEASTERN STATES
  - Resource Adjustment and Mechanization in the Tobacco Industry 3-097
- SOUTHERN STATES
  - Collective Bargaining in Secondary Labor Markets in the South 5-280

- Low-Income Families in Four Rural Counties 3-040
- Public Service Employment in the South—A Case Study 4-017

SOUTHWESTERN STATES
- Job Search Methods of Mexican Americans 3-076
- Manpower Research and Formation of Policy 4-011
- Municipal Government Employment of Hispanics in the Southwest 3-078

SPANISH-SPEAKING AMERICANS—See also CHICANOS; MEXICAN AMERICANS; PUERTO RICANS; CUBANS
- A Comparative Analysis of White, Black, and Latino Income Distributions 5-039
- A Socioeconomic Profile of Unemployed Mexican Americans 3-052
- An Analysis of Earnings Among Persons of Spanish Origin in the Midwest 5-022
- An Econometric Analysis of Hispanic Employment, Wages and Earnings 3-028
- Analysis of Hispanic Participation in Apprenticeship 3-029
- Assessing Services to and Problems of Hispanic Ex-Offenders 3-044
- Assessment of CETA Programs and Services for Hispanics 3-050
- Comparative Analysis of Hispanic Earnings and Unemployment 3-027
- Comparative On-the-Job Experiences of Hispanics, Blacks, and Whites 3-074
- Design for Low-Cost Hispanic Data Collection and Program Planning 3-062
- Determinants of Earnings for Persons of Spanish Origin 5-085
- Determinants of Hispanic Success in Higher Level Job Entry 3-046
- Determinants of Hispanic Youth Job Success 3-061
- Determining Job Linkages Between Industry and the Community 3-071
- Determining Nature of Hispanic Employment Problems 3-067
- Dynamics and Effects of U. S.-Mexican Border Economy 3-049
- EEO Programs Effect on Minorities and Women in Federal Agencies 5-114
- English Language Mastery of Bilinguals 3-073
- Evolution of Hispanic Youth Career Aims 3-048
- Hispanic Economic Status and Discrimination in Florida 3-056
- Impact of Manpower Programs on Hispanic Americans 3-058
- Influence of Mexican-american Family Patterns on Job Placement 5-135
- Institutional Barriers to Employment of Puerto Ricans in New York City 3-069
- Institutional Grants (1978): University of Texas at San Antonio 5-011
- Labor Market Experience of Native and Immigrant Hispanics 3-089
- Local Needs Assessment of Hispanic CETA Clients 3-065
- Manpower Impact of Mexico's Peso Devaluation on Border Labor Market 3-051
- Organizational Barriers to Hispanic Advancement 3-057
- Pathways into the World of Work: Experiences of Youth 3-007F
- Research on Program for Persons of Limited English-Speaking Ability 3-082
- Services to Hispanic Older Workers 3-059
- Social Science Model for improving Services to Hispanics 3-047
- Socioeconomic Profile of Outsettled Migrant Families 3-060
- Wage Labor and Urban Chicano Adaptation 5-240

Special Employment and Training Target Groups (CETA)—See YOUTH; PERSONS OF LIMITED ENGLISH SPEAKING ABILITY; OLDER WORKERS

Special Programs (CETA)—See LOW INCOME; CHRONICALLY UNEMPLOYED; MIDDLE-AGED WORKERS; OLDER WORKERS

SPECIAL TARGET GROUPS (CETA)
- Design for Low-Cost Hispanic Data Collection and Program Planning 3-062

Staff Attitudes—See EMPLOYER ATTITUDES

STAFF TRAINING
- Harvard Summer Institute for ETA Administrators 1-029
- Helping Farmworkers Develop Alternative Employment 3-093
- Institutional Grants (1978): California State University 5-015
- Institutional Grants (1978): Clark College 5-006
- Institutional Grants (1978): Kentucky State University 5-007
- Institutional Grants (1978): Medgar Evers College 5-002
- Institutional Grants (1978): Northeastern University 5-001
- Institutional Grants (1978): Rutgers University 5-003
- Institutional Grants (1978): Seattle University 5-016
- Institutional Grants (1978): Southern University, A&M College 5-009
- Institutional Grants (1978): The University of Alabama 5-005
- Institutional Grants (1978): The University of Arizona 5-014
- Institutional Grants (1978): The University of Kansas 5-012
- Institutional Grants (1978): The University of Michigan 5-008
- Institutional Grants (1978): University of Texas at Austin 5-010
- Institutional Grants (1978): University of Texas at San Antonio 5-011
- Institutional Grants (1978): Utah State University 5-013
- Institutional Grants (1978): Virginia Commonwealth University 5-004
- Manpower Research and Formation of Policy 4-011
- Workshops and Dissertation Research Project for Minority Scholars 1-052

STANDARD METROPOLITAN STATISTICAL AREA (SMSA)
- Unemployment and Commuting Within Geographical Areas 5-303

STATE AND LOCAL AREA EMPLOYMENT—See also STATE AND LOCAL GOVERNMENTS
- Training Information for Policy Guidance 3-006E

STATE AND LOCAL GOVERNMENTS
- Apprenticeship Training in Public Works 2-031
- Cooperative Action to Improve Occupational Regulation 4-006
- Employment of Handicapped in State Civil Service 3-107
- Impact of Large Public Programs 3-006A
- Impact of Unions on City Budgeting and Employee Remuneration 5-122
- Job Sharing and Flexible Time Arrangement 3-101
- Manpower Impact of Government Programs and Policies 4-010
- Manpower in Local Government 3-006B
- Manpower Research and Formation of Policy 4-011
- Municipal Government Employment of Hispanics in the Southwest 3-078
- Pre-Retirement Employment Options 3-102
- PSE and State and Local Civil Service Employment Structures 2-024
- Psychological Testing and Educational Credentials of Police 5-111
- State Labor Legislation for Women 5-037
- State Salary Comparability Study 1-046
- The Employment Service: An Institutional Analysis 1-036
- Training Information for Policy Guidance 3-006E

STATE EMPLOYMENT AND TRAINING SERVICES COUNCIL (CETA)
- Multiproject Demonstration of Manpower Development 1-005

State Employment Service—See PUBLIC EMPLOYMENT SERVICE

State Government—See STATE AND LOCAL GOVERNMENTS

State Salary Comparability Survey—See SALARY COMPARABILITY STUDIES

STATE-OF-THE-ART PAPERS
- Assessment Techniques for Disadvantaged in Manpower Programs 2-083
- Income and Employment 4-009
- Interdisciplinary Literature Review-Job Search and Recruitment 1-055
- International Trade Indicators and Prices in a Aggregative Economic Model 6-037
- International Trade Patterns and Unskilled Labor 6-039
- Labor Turnover and Experienced Worker Unemployment 6-042
- ORD's Rural Work 3-083
- Output and Employment Effects of Fiscal Policy 6-046
- Youth in Work Transition: DOL Experience 2-001
- Youth Transition to Work: Synthesis, Analysis, and Strategy 1-059

STATISTICAL ANALYSIS
- Human Capital Earning Functions 5-090

STATUS—See also ECONOMIC STATUS; OCCUPATIONAL STATUS
- Career Thresholds 3-007C
- Contribution of Social Resources in the Labor Force 5-044
- Earnings Through Midlife 5-067
- Intergenerational Transmission of Occupational Statuses in U.S. 5-139
- Perceived Occupational Similarities 5-298
- Primary Group Relations, Occupational Mobility, and Orientation to Work 5-188
- Sex Differences in Early Contingencies in Attainment 5-304

  Structure of Mobility: An Alternative Approach 5-218
  The Occupational Success of Young Women 5-179
STEEL INDUSTRY
  Impact of Quota and Tariff Restrictions on Steel Industry Employment 6-026
  Labor in the Iron and Steel Industry 5-151
  The Price Differential Between Domestic and Imported Steel 6-004
Stenographers—See CLERICAL OCCUPATIONS
STRUCTURAL UNEMPLOYMENT
  Determinants of Labor Supply to Unstable Employments 5-259
  Estimation and Policy Stimulation of a Small Common Model 6-017
  The Female Insured Unemployed 5-104
STUDENTS—See also HIGH SCHOOLS; UNIVERSITIES AND COLLEGES; YOUTH
  Nonimmigrant Workers in the United States 4-013
  Work on Science and Engineering Newsletter for Blacks, Grades 4-8 1-013
  Years for Decision 3-007B
SUBSIDIES
  Issues in Unemployment Insurance Financing 5-143
SUBURBAN LABOR MARKETS
  Training Information for Policy Guidance 3-006E
SUPERVISION
  Multiproject Demonstration of Manpower Development 1-005
  Supervisor-Subordinate Role: A Determinant of Evaluation and Rewards 5-225
SUPPLY ACCESS
  The Effects of Supply on the U.S. and Less Developed Countries 6-024
Supply of Labor—See LABOR SUPPLY
SUPPORTED EMPLOYMENT—Projects dealing principally with this subject appear in Chapter 2C.) See also JOB CREATION
  Supported Employment Demonstration Project 2-028
  Supported Employment in the Public Sector 2-027
SUPPORTIVE SERVICES—Projects dealing principally with this subject appear in Chapter 2H.) See also BONDING ASSISTANCE; CHILD DAY CARE; HEALTH CARE
  Analysis of the AFDC-U Program 2-063
  Analytical Monograph on TARP Project 2-098
  Demonstration Research on the VEP-III Program for Youth 2-008
  Evaluation of Demonstration Project on Youth Career Development 2-009
  Income Maintenance for Ex-Offenders 2-101
  Job Corps Health Study 2-090
  ORD's Rural Work 3-083
  Physical Rehabilitation and Employment of AFDC Recipients 2-076
  Retaining Problem Drinkers on the Job 2-092
  Study of Urban and Rural Nonreservation Indian Employment and Training Programs 3-032
  Total Family Support 2-081
  Training Information for Policy Guidance 3-006E
  Transitional Aid Research Project for Ex-Offenders 2-104, 2-106, 2-105
SURVEYS
  Male-Female Dimensions of Occupational Prestige 5-163
SWEDEN
  Clearinghouse on Productivity and Quality of Working Life 3-100
Symposia—See CONFERENCES

T

Talmadge Amendments—See WELFARE LEGISLATION
TARIFFS
  Effects of Nontariff Barriers in the Major Trading Countries 6-025
  Evaluation of Japanese Nontariff Barriers 6-009
  Improving International Safeguard Procedures 6-030
  optimizing Trade Adjustment Through Tariffs and Subsidies 6-045
  Output and Employment Effects of Fiscal Policy 6-046
  Price Behavior in U.S. Industries 6-047
  The Effects of the U.S. Tariff Foreign Assembly Provision 6-013
Task Analysis—See JOB ANALYSIS
TAXES
  Business Tax Incentives and Employment 5-034
  Manpower Research and Formation of Policy 4-011
  Net Impact of the Federal Employment Tax Credit 5-171
  Output and Employment Effects of Fiscal Policy 6-046
  WIN/Welfare Tax Credits 2-058
TEA—See TRADE EXPANSION ACT
TEACHERS
  Reduced Research Funding and University Scientists 5-059
  Retired Teachers as a Supplementary Educational Resource 2-015
Teaching Machines—See PROGRAMED INSTRUCTION
TEAM BUILDING
  Process and Outcomes in a Quality of Working Life Project 3-106
Technical Assistance to Employers—See EMPLOYER SERVICES
TECHNOLOGY AND TECHNOLOGICAL CHANGE—See also PRODUCTIVITY
  Agricultural Technology Change and California Farmworkers 3-063
  From Skilled Craft to Mass Production: U.S. Cigarmakers 5-110
  Industrial Relations for Railroad Manpower 5-195
  Industrialization, Responses, and Uses of the Political System 5-132
  Influence of U.S. Multinationals on Technology and Economic Developmen 6-032
  International Transfer of Industrial Technology 6-035
  Nonseparable Approach to Labor Market Substitution 5-224
  Pilot Study: Effects of Guaranteed Annual Income for Longshoremen 5-084
  Social Impact of Industrialization on Skilled Workers 5-210
  Tariff Items 806.30 and 807.00 6-068
  Task Design 5-309
  Technological Change in Two Arctic Communities 5-227
  Trade and Employment in the Electronics Industry 6-065
TECHNOLOGY TRANSFER
  Competitiveness in Japanese Tape and Home Video-Tape Recorders 6-064
  International Transfer of Industrial Technology 6-035
  International Transfer of Semi-Conductor Technology 6-038
  International Transfers of Industrial Technology 6-036
  Pilot Study: Effects of Guaranteed Annual Income for Longshoremen 5-084
  Tariff Items 806.30 and 807.00 6-068
TEENAGERS—See also YOUTH
  In-School Employment Project for Young Black Teenage Girls 2-007
  Minimum Wage Impact on School Enrollment and Labor Force Status 5-277
TEMPORARY EMPLOYMENT—See also SEASONAL EMPLOYMENT
  Maximizing the Integration of Local Labor into the Apple Industry 3-103
  Nonimmigrant Workers in the United States 4-013
TENNESSEE
  Institutional Grants (1978): The University of Alabama 5-005
  Recipients of Federal Supplemental Benefits and Special Unemployment Assistance 2-099
TENNESSEE, MEMPHIS
  In-School Employment Project for Young Black Teenage Girls 2-007
TENNESSEE, MID-CUMBERLAND
  Labor Market Forecasting 3-005
TENNESSEE, NASHVILLE
  Employment Growth in Middle-Size Cities 4-008
Tenure—See JOB RETENTION
TESTING—See also PUBLIC EMPLOYMENT SERVICE; ASSESSMENT AND EVALUATION
  Biographical Prediction Instrument 5-252
  Career Thresholds 3-007C
  Competency-Based High School Diploma 2-004
  Experimental Job Trials 2-085
  Health Services Mobility Study (HSMS) 2-046
  One-Stop Apprenticeship Opportunity Center 2-035
  Public Utility Internal Labor Market Study 3-095
  State Employment Service Professional Selection System 1-039
  Validation of Work Sample Battery 2-086
  Years for Decision 3-007B
TEXAS
  A Socioeconomic Profile of Unemployed Mexican Americans 3-052
  Analysis of Differential Employment Success of Spanish Americans 3-066

  - Competency-Based High School Diploma 2-004
  - Determinants of Hispanic Success in Higher Level Job Entry 3-046
  - Education Investment Returns of Mexican American College Grads 3-055
  - Feasibility of Special WIN Unit for Women Losing AFDC 2-071
  - Followup of Mexican American College Graduate Job Experiences 3-092
  - Institutional Grants (1978): University of Texas at Austin 5-010
  - Labor Market Status of Mexican Americans 3-054
  - Low-Income Families in Four Rural Counties 3-040
  - Measuring Economic Status and Discrimination of Chicanos 3-070
  - Mexican American College Graduates Labor Market Experiences 3-072
  - Recipients of Federal Supplemental Benefits and Special Unemployment Assistance 2-099
  - Socioeconomic Mobility and Assimilation of Mexican Immigrants 3-068
- TEXAS, DALLAS
  - Improving Entry of Minority Women into Professional and Managerial Jobs 2-051
- TEXAS, HOUSTON
  - Factors Shaping Employment and Mobility Opportunities for Minority Workers 3-042
  - Improving Entry of Minority Women into Professional and Managerial Jobs 2-051
  - Job Search Methods of Mexican Americans 3-076
  - Training Information for Policy Guidance 3-006E
- TEXAS, SAN ANTONIO
  - Work and Income in Urban Poverty Areas 3-090
- TEXTILE INDUSTRY
  - White Workers in the Post-Bellum South 5-182
- TOBACCO
  - Resource Adjustment and Mechanization in the Tobacco Industry 3-097
- TRADE ADJUSTMENT ASSISTANCE
  - An Evaluation of the Trade Adjustment Program 5-077
  - Approach to Measuring the Costs of Adjustment Assistance 6-005
  - Evaluation of Trade Adjustment Assistance 6-020
  - Trade Adjustment Assistance Program 6-019
  - Worker Adaptation to Internationally-Induced Job Loss 6-074
- TRADE EXPANSION ACT—See also TRADE ADJUSTMENT ASSISTANCE; FOREIGN TRADE AND INVESTMENTS
  - Manpower Research and Formation of Policy 4-011
- TRADE INTERVENTION—See also FOREIGN TRADE AND INVESTMENTS
  - Effects of Nontariff Barriers in the Major Trading Countries 6-025
  - Evaluation of Japanese Nontariff Barriers 6-009
  - Import Penetration Problems: Past, Present, Future 6-029
  - Merits of Tariffs, Quotas and Other Trade Policy Instruments 6-059
- TRADE POLICY—See also FOREIGN TRADE AND INVESTMENTS; TRADE INTERVENTION
  - Developing-Country Exports to the United States 6-051
  - Effects of Nontariff Barriers in the Major Trading Countries 6-025
  - Evaluation of Japanese Nontariff Barriers 6-009
  - Import Penetration Problems: Past, Present, Future 6-029
  - Improving International Safeguard Procedures 6-030
  - International Trade Patterns and Unskilled Labor 6-039
  - Short-Run Effects of Trade Liberalization 6-063
- Trade Readjustment—See TRADE ADJUSTMENT ASSISTANCE
- Trade Restrictions—See FOREIGN TRADE AND INVESTMENTS; TRADE POLICY
- TRAINING—See also particular aspects of training
  - Apprenticeship Training in Public Works 2-031
  - Booklet to Aid Leaders of Communities Facing Major Layoffs 1-023
  - Career Thresholds 3-007C
  - CETA Prime Sponsors in the Criminal Justice Field 2-102
  - Dual Careers 3-007D
  - Effects of Relative Wages on Apprenticeship Training 2-037
  - Human Resources Research Traineeships 1-028
  - Manpower Research and Formation of Policy 4-011
  - National Longitudinal Surveys of Labor Force Behavior 3-007
  - Project J.E.T. 4-016
  - Referral and Support System for Dropouts 2-005
  - Research on Operation of Federal Government Labor Market 3-031
  - Survey of Apprenticeship Programs in Federal Prisons 2-041
  - Technical Support for the DOL Task Force on Apprenticeship 2-042
  - WIN Quality Training Demonstration Project 2-057
  - Years for Decision 3-007B
  - Youth in Work Transition: DOL Experience 2-001
  - Youth Labor Market Experience Study 2-017
- TRAINING ALLOWANCES—See also INCENTIVES
  - Studies of Job Corps Allowances System and Home Leave Policy 2-012
- TRAINING ASSESSMENT—See also TRAINING EFFECTIVENESS AND IMPACT
  - Manpower Research and Formation of Policy 4-011
- TRAINING EFFECTIVENESS AND IMPACT—See also EFFECTIVENESS OF PROGRAMS; ASSESSMENT AND EVALUATION; RETURNS ON TRAINING
  - An Analysis of Training Under the GI Bill 2-029
  - Clearinghouse on Productivity and Quality of Working Life 3-100
  - Demand and Training for Dental Hygienists 5-048
  - Demonstration Research on the VEP-III Program for Youth 2-008
  - Development of a Benefit-Cost Methodology for Apprenticeship 2-032
  - Evaluation of Apprenticeship Outreach Program 5-041
  - Evaluation of Demonstration Project on Youth Career Development 2-009
  - Impact of the Work Incentive Program on Local Labor Markets 5-127
  - Industry Involvement with CETA Sponsors 1-002
  - Job Training, Personality, and Labor Market Conditions 5-279
  - Portland Concentrated Employment Program 5-161
  - Private Sector OJT of Disadvantaged Workers: Industry-Wide Approach 2-036
  - Research on Program for Persons of Limited English-Speaking Ability 3-082
  - Short Term Indicators of Success for Evaluating Training Programs 3-003B
  - Training Disadvantaged Workers in Private Sector OJT 2-044
  - Training Information for Policy Guidance 3-006E
  - Upgrade Training in the Canning Industry 2-055
  - Woodsworking Training Program 2-030
- Training Incentives—See INCENTIVES
- TRAINING INSTITUTES
  - Social Workers in Manpower Programs 5-215
  - Training Information for Policy Guidance 3-006E
- Training Manuals—See HANDBOOKS
- Training Materials—See INSTRUCTIONAL MATERIALS
- TRAINING PRACTICES
  - Private Sector OJT of Disadvantaged Workers: Industry-Wide Approach 2-036
  - South Carolina's Industry Start-Up Training Program 2-088
  - Survey of Training in Industry 3-121
  - The Training of Foreign House Staff 5-230
  - Training Disadvantaged Workers in Private Sector OJT 2-044
  - Upgrade Training in Canning Industry During Layoff Periods 2-049
- TRAINING PROGRAM MANAGEMENT—See also EMPLOYMENT AND TRAINING PROGRAM MANAGEMENT
  - An Analysis of Training Under the GI Bill 2-029
  - Measuring the Quality of CETA Training—A Feasibility Study 2-040
- Training Volunteers—See VOLUNTEERS
- TRANSITION FROM SCHOOL TO WORK
  - Career Thresholds 3-007C
  - Coop Education in School-to-Work Transition 2-014
  - Demonstration of Alternative Youth Approaches 2-006
  - Effects of Negative Income Tax on Educational Attainment 5-062
  - Evaluation of Demonstration Project on Youth Career Development 2-009
  - Evolution of Hispanic Youth Career Aims 3-048
  - Hispanic Youth Job Information Model 1-024
  - Labor Market Information and Job Skills 1-020
  - Measurement of Role Model Characteristics 5-288
  - Personality/Situation Effects on Job Search and Job Choice 5-100
  - Research and Assessment on LMI and Job Search Skills Demonstration 1-018

Training Information for Policy Guidance 3-006E
Years for Decision 3-007B
Youth in Work Transition: DOL Experience 2-001
Youth Labor Market 3-006C
Youth Transition to Work: Synthesis, Analysis, and Strategy 1-059
TRANSITION FROM WORK TO RETIREMENT—See also RETIREMENT
Conference on Longitudinal Study of Men in Pre-Retirement Years 3-087
Determinants of the Age of Retirement and Patterns of Labor 5-054
Early Labor Force Withdrawal and Men Who Leave Before Age 62 5-018
Employee Stock Ownership: A Microeconomic Analysis 5-094
Pre-Retirement Years 3-007A
TRANSITION TO WORK—See also TRANSITION FROM SCHOOL TO WORK
Career Thresholds 3-007C
Years for Decision 3-007B
Transitional Public Service Employment—See PUBLIC EMPLOYMENT PROGRAMS
TRANSPORTATION EQUIPMENT INDUSTRY
Estimating Substitution Possibilities Between Imports and Domestic Production 6-014
Fringe Benefits and Overtime Costs in the Automobile Industry 5-078
Hedonic Demand Model for Automobiles 6-023
Transportation To Work—See COMMUTING
TRUCKING INDUSTRY
Interindustry Wage Differentials Among Unionized Truck Drivers 5-140
TRUST TERRITORY
Institutional Grants (1978): California State University 5-015
TURNOVER—See also JOB RETENTION
Adjustment Costs in the Theory of Labor Demand, Productivity, and Unemployment 5-017
An Analysis of Unions; Race; Wage Nonwage Competition 5-249
Career Thresholds 3-007C
Dual Careers 3-007D
Issues in Unemployment Insurance Financing 5-143
Job Shopping Among Young Men 3-018
Race and Sex Differences in Job Turnover 5-302
Race, Labor Turnover, and Male Earnings 3-013
Structure of Withdrawal 5-306
The Effects of Mobility on Earnings Progression for Women 5-082
The Youth Labor Market 3-099
Turnover and Wage Dynamics, 1932-1972 5-096
Union Impact on Supplementary Employee Compensation 5-087
White-Collar Work 5-313
Woodsworking Training Program 2-030
Years for Decision 3-007B
TUTORING
Retired Teachers as a Supplementary Educational Resource 2-015
Two-Year Colleges—See UNIVERSITIES AND COLLEGES
Typist—See CLERICAL OCCUPATIONS

U

U.S. GOVERNMENT AGENCY REVIEWS
International Transfers of Industrial Technology 6-036
UNDEREMPLOYMENT
Dual Labor Market 5-061
Geographical Immobility and Low-Income Area Unemployment 5-080
Impact of Unemployment on Blue Collar Working Women 3-075
Labor Utilization of Asian Americans 5-157
Quality Adjustment in Labor Markets in Recession 5-192
Underemployment of Ph.D.'s 5-231
Work and Income in Urban Poverty Areas 3-090
Workshop on the Employment Status of Asian/Pacific Americans 4-005
UNEMPLOYED—Projects dealing principally with this subject appear in Chapter 21.) See also UNEMPLOYMENT; CHRONICALLY UNEMPLOYED
Demographic Trends, Labor Force Changes, and the Economy 3-002
Labor Force Characteristics of Puerto Rican Migrants 3-077
The Economics of Job Search 5-070
The Massachusetts Work Experience Project 2-080
The Social Costs of Unemployment 5-209
Unemployment and Commuting Within Geographical Areas 5-303
Work and Lifestyle Organization 5-244
UNEMPLOYMENT
An Empirical Investigation of Job Search Behavior of the Unemployed 5-089
Career Thresholds 3-007C
Comparative Analysis of Hispanic Earnings and Unemployment 3-027
Conference on the National Longitudinal Surveys of Youth 3-086
Coordinating Manpower Objectives With Private Sector Plans 5-045
Counter-Recessionary Public Employment 2-019
Creating and Sustaining Employment Through Worker Ownership 5-046
Dual Careers 3-007D
Effectual Study of Early Work Experience of Young Men 3-009
Employment and Income Consequence of Alternative Development Strategies 5-269
Estimation of Completed Unemployment Spell Durations 5-097
Impact of Unemployment on Blue Collar Working Women 3-075
Issues in Unemployment Insurance Financing 5-143
Job Search Activities of the Unemployed: Theory and Evidence 5-282
Job Security Provisions and the Allocation of Labor 5-128
Labor Market Adaptation Programs to International Trade 6-040
Labor Market States and Labor Market Experience 5-284
Labor Turnover and Experienced Worker Unemployment 6-042
Labor Turnover in U.S. Manufacturing Industries 6-002
Layoffs and Other Turnover Flows 5-158
Macroeconomic Impact of Public Service Employment of CETA 2-020
Manpower Research and Formation of Policy 4-011
Metropolitan Area Econometric Model to Estimate Employment 1-021
Mobilising Resources to Cope with Plant Shutdown 4-012
National Longitudinal Surveys of Labor Force Behavior 3-007
optimizing Trade Adjustment Through Tariffs and Subsidies 6-045
Pathways into the World of Work: Experiences of Youth 3-007F
Personal Distribution of Unemployment... Frequency and Duration 5-250
Pre-Retirement Years 3-007A
Psychological Determinants of Job Search After Job Loss 5-190
Public Service Employment in the South—A Case Study 4-017
Race and Economics: A Human Capital Inquiry 5-193
Recipients of Federal Supplemental Benefits and Special Unemployment Assistance 2-099
Study of Shared Work Project 2-103
Temporary Involuntary Unemployment 6-031
The Impact of the Border Industrialization on Immigration to the U.S. 4-002
The Social Costs of Unemployment 5-209
The Structure and Determinants of Youth Unemployment 3-020
The Structure of Youth Labor Markets 5-219
The Unemployed and the Food Stamp Program 5-310
The Youth Labor Market 3-099
Underemployment of Ph.D.'s 5-231
Unemployment Rates and Wage Differentials 5-296
Wage Changes in the Construction Industry 5-239
Workshop on the Employment Status of Asian/Pacific Americans 4-005
Years for Decision 3-007B
Youth in Work Transition: DOL Experience 2-001
Youth Labor Market 3-006C
UNEMPLOYMENT BENEFIT EXHAUSTEES
Recipients of Federal Supplemental Benefits and Special Unemployment Assistance 2-099
Unemployment Compensation—See UNEMPLOYMENT INSURANCE
UNEMPLOYMENT INSURANCE
Evaluation of Trade Adjustment Assistance 6-020
Impact of a California Bill on Employment and Recidivism 2-097
Impact of Mandatory Registrants on ES 1-025
Impact of UI Program on Temporary Lay-offs 5-125
Issues in Unemployment Insurance Financing 5-143
Job Search Activities of the Unemployed: Theory and Evidence 5-282

- Manpower Research and Formation of Policy 4-011
- Recipients of Federal Supplemental Benefits and Special Unemployment Assistance 2-099
- Study of Shared Work Project 2-103
- The Female Insured Unemployed 5-104
- The Impact of Federal Income Security Programs on Work and Family 2-066
- Training Information for Policy Guidance 3-006E
- Unemployment Insurance and Self-Insurance: An Analysis 5-232
- Unemployment Insurance in Transition 5-311
- Unemployment Insurance: A Theoretical and Empirical Analysis 5-233

UNEMPLOYMENT/INFLATION TRADEOFF—See also ECONOMIC ANALYSIS AND ECONOMETRICS
- Counter-Recessionary Public Employment 2-019
- Estimation of a General Equilibrium Job Search Model 5-273
- Manpower Research and Formation of Policy 4-011
- Net Impact of the Federal Employment Tax Credit 5-171
- Quality Adjustment in Labor Markets in Recession 5-192
- Rate of Wage Inflation 5-057
- Union Membership and Unemployment Due to Temporary Layoffs 5-235
- Wage-Price Expectations and Cyclical Strike Behavior 5-241

UNION ATTITUDES
- Training Information for Policy Guidance 3-006E

UNION IMPACT
- American Exceptionalism and the Strike 5-021
- Analysis of Interindustry Variations in Trade-Union Power 5-025
- Development of a Hospital Union, 1948-1973 5-261
- Industrialization, Responses, and Uses of the Political System 5-132
- PSE and State and Local Civil Service Employment Structures 2-024
- Union Impact on Supplementary Employee Compensation 5-087
- Union Membership and Unemployment Due to Temporary Layoffs 5-235
- Wage Effects of Obtaining Unionized Employment 5-260

Union Practices—See COLLECTIVE BARGAINING

Union-management Relations—See COLLECTIVE BARGAINING

UNIONIZATION—See also UNIONS
- Analysis of Interindustry Variations in Trade-Union Power 5-025
- Collective Bargaining in Secondary Labor Markets in the South 5-280
- Development of a Hospital Union, 1948-1973 5-261
- Effects of Technology on Organizational Structure 5-076
- Hospital Union Wage Effects 5-115
- Industrialization, Responses, and Uses of the Political System 5-132
- Internal Markets and the Demand for Labor 5-141
- Job Security Provisions and the Allocation of Labor 5-128
- Pre-Retirement Years 3-007A
- Social Impact of Industrial Structure on Working Conditions 5-211
- The Development of the Labor Force in San Francisco, 1870-1910 5-058
- The Effects of Labor Market Concentrations on Wages 5-081
- Trade Adjustment Assistance Program 6-019

UNIONS—See also COLLECTIVE BARGAINING
- American Exceptionalism and the Strike 5-021
- An Analysis of Unions; Race; Wage Nonwage Competition 5-249
- Apprenticeship Programs in Skilled Metal Trades of the IAM and AW 2-039
- Barriers to Women in Nontradional Skilled Blue-Collar Jobs 3-079
- Career Thresholds 3-007C
- Female Hiring in the Basic Steel Industry: Progress and Prospects 3-041
- Hospital Union Wage Effects 5-115
- Impact of Unions on City Budgeting and Employee Remuneration 5-122
- Industrial Safety and Collective Bargaining 5-133
- Nonunion Competition on Unionized Construction Labor Market 5-275
- Pre-Retirement Years 3-007A
- Study of Shared Work Project 2-103
- Study of the Pittsburgh Plan 3-096
- The Effect of EEO Legislation on Unions 5-191
- The Impact of Public Sector Unionism on Wage/Nonwage Benefits 5-223
- Training Information for Policy Guidance 3-006E
- Unionism in Institutions of Higher Learning 5-234
- Upgrade Training in Canning Industry During Layoff Periods 2-049
- Upgrade Training in the Canning Industry 2-055
- Wage Changes in the Construction Industry 5-239
- Years for Decision 3-007B

UNIVERSITIES AND COLLEGES—See also COLLEGE GRADUATES; INSTITUTIONAL GRANTS; UNIVERSITY OCCUPATIONS
- Career Patterns of 2-Year College Graduates 5-035
- Career Thresholds 3-007C
- College Credits for Apprentice Training 2-034
- Employee Information Environments and Job Satisfaction 5-092
- Job Placement Services in Colleges 2-003
- Reduced Research Funding and University Scientists 5-059
- Unionism in Institutions of Higher Learning 5-234
- University Salary Structure and Sex Discrimination 5-305

UNIVERSITY OCCUPATIONS—See also UNIVERSITIES AND COLLEGES
- Job Relocation Among College Professors 5-281

Unskilled Workers—See LOW-LEVEL OCCUPATIONS

UPGRADING—Projects dealing principally with this subject appear in Chapter 2E.) See also OCCUPATIONAL MOBILITY
- Documentation and Analysis of National Program for Selected Population Segments 3-038
- Dual Labor Market Theory 5-047
- Factors Shaping Employment and Mobility Opportunities for Minority Workers 3-042
- Female Hiring in the Basic Steel Industry: Progress and Prospects 3-041
- Health Services Mobility Study (HSMS) 2-048
- Implementing the Findings of HSMS 2-046
- Organizational Barriers to Hispanic Advancement 3-057
- Overeducation in the U.S. Labor Market 5-183
- Restructuring Health Manpower Organizations 2-050
- Survey of Training in Industry 3-121
- The Changing Job Market for Young Persons 3-033
- Training Information for Policy Guidance 3-006E
- Upgrade Training in Canning Industry During Layoff Periods 2-049
- Upgrade Training in the Canning Industry 2-055
- Utilization of Health Services Mobility Study 2-047
- Women in Nontraditional Blue-Collar Jobs 3-119

URBAN AREAS—See also METROPOLITAN AREAS
- Dual Labor Market 5-061
- Inequality and Urban Crisis 5-134
- Manpower and Economic Indicators and Forecasts 1-016
- Wage Labor and Urban Chicano Adaptation 5-240

URBAN PROBLEMS
- Study of Urban and Rural Nonreservation Indian Employment and Training Programs 3-032
- Training Information for Policy Guidance 3-006E
- Work and Income in Urban Poverty Areas 3-090

U.S. Employment Service—See PUBLIC EMPLOYMENT SERVICE

U.S. Training and Employment Service—See PUBLIC EMPLOYMENT SERVICE

USES—See PUBLIC EMPLOYMENT SERVICE

USTES—See PUBLIC EMPLOYMENT

UTAH
- Institutional Grants (1978): Utah State University 5-013
- Labor Market Forecasting 3-005
- Recipients of Federal Supplemental Benefits and Special Unemployment Assistance 2-099

UTILIZATION OF EMPLOYMENT AND TRAINING RESEARCH AND DEVELOPMENT—See also PLANNING, RESEARCH, AND DEVELOPMENT
- Improve Linkage Through Regional Staffs 1-040
- Maintenance of the ETA MIS 1-056

V

VEPS—See VOCATIONAL EXPLORATION IN THE PRIVATE SECTOR

VERMONT
- Institutional Grants (1978): Northeastern University 5-001

- Vesting—See PENSIONS
- VETERANS
  - An Analysis of Training Under the GI Bill 2-029
  - Career Thresholds 3-007C
  - Exemplary Veterans Employment and Training Programs 1-037
  - Manpower Research and Formation of Policy 4-011
- VIRGIN ISLANDS
  - Institutional Grants (1978): Rutgers University 5-003
- VIRGINIA
  - Rearranged Schedules for the Handicapped 3-117
  - South Carolina's Industry Start-Up Training Program 2-088
  - Study of Urban and Rural Nonreservation Indian Employment and Training Programs 3-032
- VIRGINIA, SALTVILLE
  - Emotional Reactions of Workers Who Lost Jobs in a Plant Closing 5-101
- VOCATIONAL EDUCATION—See also APPRENTICESHIP
  - Career Thresholds 3-007C
  - Coop Education in School-to-Work Transition 2-014
  - Manpower Research and Formation of Policy 4-011
  - Multiproject Demonstration of Manpower Development 1-005
  - Research on Program for Persons of Limited English-Speaking Ability 3-082
  - Technical Support for the DOL Task Force on Apprenticeship 2-042
  - Vocational Education: How Much? For Whom? 2-016
- Vocational Exploration—See VOCATIONAL GUIDANCE
- VOCATIONAL EXPLORATION IN THE PRIVATE SECTOR
  - Demonstration Research on the VEP-III Program for Youth 2-008
- VOCATIONAL GUIDANCE—See also COUNSELING AND GUIDANCE
  - Career Thresholds 3-007C
  - Demonstration Research on the VEP-III Program for Youth 2-008
  - Job Finding and Performance of Addicts/Ex-Addicts 2-094
  - Manpower Programing and Social Work Expertise 1-027
  - Training Information for Policy Guidance 3-006E
  - Years for Decision 3-007B
- VOCATIONAL REHABILITATION
  - An Economic Evaluation of Vocational Rehabilitation in Louisiana 5-068
  - Manpower Research and Formation of Policy 4-011
- Vocational Services—See SUPPORTIVE SERVICES
- VOCATIONAL TRAINING
  - Documentation and Analysis of National Program for Selected Population Segments 3-038
  - An Economic Evaluation of Vocational Rehabilitation in Louisiana 5-068
  - Industry Involvement with CETA Sponsors 1-002
- Voluntary Part-time Labor—See VOLUNTEERS
- VOLUNTEERS
  - Econometric Analysis of Part-Time Labor Market 3-039
- VOUCHERS FOR TRAINING
  - An Analysis of Training Under the GI Bill 2-029
  - Feasibility of Vouchers for Training in WIN 2-064

W

- WAGE DIFFERENTIALS—See also MALE/FEMALE; INCOME DIFFERENTIALS
  - Interindustry Wage Differentials Among Unionized Truck Drivers 5-140
  - Low Wages for Women Workers 5-052
  - Male-Female Wage Differentials and Differential Overqualification 5-287
  - Pre-Retirement Years 3-007A
  - Relationship Between Employment, Unemployment, and Migration 3-004
  - State Salary Comparability Study 1-046
  - The Occupational Success of Young Women 5-179
  - University Salary Structure and Sex Discrimination 5-305
  - Wage Changes in the Construction Industry 5-239
  - Years for Decision 3-007B
- WAGE DISCRIMINATION
  - Wage Discrimination in the Federal Government 5-312
- WAGE EARNERS
  - Wage Discrimination in the Federal Government 5-312
  - Wage Labor and Urban Chicano Adaptation 5-240
- WAGE RATES
  - Unemployment Rates and Wage Differentials 5-296
- WAGE STRUCTURE—See also WAGE DIFFERENTIALS; OCCUPATIONAL STRUCTURE
  - Career Thresholds 3-007C
  - Demand Assumptions in a Model of Male Labor Force Participation 5-049
  - Internal Markets and the Demand for Labor 5-141
  - Quality Adjustment in Labor Markets in Recession 5-192
  - Relationship Between Employment, Unemployment, and Migration 3-004
  - State Salary Comparability Study 1-046
  - Wage Discrimination in the Federal Government 5-312
- WAGE SUBSIDIES—See also SUPPORTED EMPLOYMENT
  - Income Maintenance for Ex-Offenders 2-101
  - Manpower Research and Formation of Policy 4-011
  - Potential of Wage Subsidies 4-014
  - Transitional Aid Research Project for Ex-Offenders 2-104, 2-106, 2-105
- WAGES—See also INCOME; EARNINGS; MINIMUM WAGE LAWS
  - A Study of Wisconsin's Workmen's Compensation 5-221
  - Affective Abilities and Their Influence on the Wage Equation 5-189
  - An Analysis of the New England Economy 4-015
  - An Econometric Analysis of Hispanic Employment, Wages and Earnings 3-028
  - Clearinghouse on Productivity and Quality of Working Life 3-100
  - Determinants of Earnings for Persons of Spanish Origin 5-085
  - Domestic Impacts of an Overvalued Currency 6-010
  - Dual Careers 3-007D
  - Effects of International Market Linkages 6-012
  - Hospital Union Wage Effects 5-115
  - Impact of Unions on City Budgeting and Employee Remuneration 5-122
  - Job Shopping Among Young Men 3-018
  - Labor in the Iron and Steel Industry 5-151
  - Labor Turnover in U.S. Manufacturing Industries 6-002
  - Macroeconomic Impact of Public Service Employment of CETA 2-020
  - Microeconomic Model of the Distribution of Labor Income 5-170
  - Nonfarm Work of Farm-Family Members 5-256
  - Occupation Hazard, Compensating Differentials, Workers' Compensation 5-293
  - Plant Dispersion and Negotiating in the Rubber Tire Industry 5-113
  - Post-Retirement Work Experience 3-022
  - Race, Labor Turnover, and Male Earnings 3-013
  - Supply of Nursing Services in Canadian Labor Markets in 1971 5-072
  - The Impact of Public Sector Unionism on Wage/Nonwage Benefits 5-223
  - The Impact of Screening on Earnings Profiles 5-123
  - The Youth Labor Market 3-099
  - Trade Unions, Wages, Occupational Injury and Public Policy 5-229
  - Training Information for Policy Guidance 3-006E
  - Wage Effects of Obtaining Unionized Employment 5-260
  - Wage Inflation and Regional Migration 5-060
  - Wage Labor and Urban Chicano Adaptation 5-240
  - Women and Part-Week Work 3-098
- WAGNER-PEYSER ACT—See also PUBLIC EMPLOYMENT SERVICE
  - Manpower Research and Formation of Policy 4-011
- Want Ads—See NEWSPAPER ADVERTISEMENTS
- WASHINGTON
  - Institutional Grants (1978): Seattle University 5-016
  - Recipients of Federal Supplemental Benefits and Special Unemployment Assistance 2-099
- WASHINGTON, D.C.
  - Institutional Grants (1978): Virginia Commonwealth University 5-004
- Wealth—See INCOME
- WELFARE
  - Income Dynamics of the Poor 2-068
- WELFARE DEPENDENCY
  - Income Dynamics of the Poor 2-068
  - Studies in Welfare Administration 2-079

- WELFARE LEGISLATION—See also WORK INCENTIVE (WIN) PROGRAM
  - Effects of Negative Income Tax on Educational Attainment 5-062
  - Impact of Child Support Enforcement Program 5-119
  - Men in WIN 2-073
  - WIN/Welfare Tax Credits 2-058
- WELFARE PATTERNS
  - Poverty, Politics, and Relief 5-186
  - Studies in Welfare Administration 2-079
- WELFARE PROGRAMS—See also AID TO FAMILIES WITH DEPENDENT CHILDREN; WORK INCENTIVE (WIN) PROGRAM; WELFARE RECIPIENTS; ECONOMIC WELFARE
  - Descriptive Assessment of the Work Assistance Program 2-060
  - Employment Opportunity Pilot Projects Research Design 2-061
  - Evaluation of Public Service Employment in Home Care Field 2-021, 2-022
  - Household Surveys for the Employment Opportunity Pilot Projects 2-059
  - Labor Market Impacts of Employment Opportunity Pilot Projects 2-077
  - Low-Income Families in Four Rural Counties 3-040
  - Men in WIN 2-073
  - Poverty, Politics, and Relief 5-186
  - Recipients of Federal Supplemental Benefits and Special Unemployment Assistance 2-099
  - Survey of the Public's View of the Problems of Unemployment 4-022
  - Training Information for Policy Guidance 3-006E
  - Turnover in a Guaranteed Jobs Welfare Reform 2-067
  - Use of Non-Profit Institutions for PSE Expansion 2-025
  - Use of Vouchers for the Purchase of Social Services 2-089
  - WIN Quality Training Demonstration Project 2-057
- WELFARE RECIPIENTS—Projects dealing principally with this subject appear in Chapter 2F.) See also AID TO FAMILIES WITH DEPENDENT CHILDREN; WORK INCENTIVE (WIN) PROGRAM
  - An Analysis of Unassigned Recipients in the WIN Program 2-056
  - Descriptive Assessment of the Work Assistance Program 2-060
  - Employment Opportunity Pilot Projects Research Design 2-061
  - Feasibility of Special WIN Unit for Women Losing AFDC 2-071
  - Feasibility of Vouchers for Training in WIN 2-064
  - Food Stamp Workfare 2-065
  - Household Surveys for the Employment Opportunity Pilot Projects 2-059
  - Income and Employment 4-009
  - Income Dynamics of the Poor 2-068
  - Labor Market Impacts of Employment Opportunity Pilot Projects 2-077
  - Minnesota Work Equity Program 2-074
  - Potential of Wage Subsidies 4-014
  - Poverty, Politics, and Relief 5-186
  - Recipients of Federal Supplemental Benefits and Special Unemployment Assistance 2-099
  - Research on the Minnesota Work Equity Program 2-078
  - Supported Employment in the Public Sector 2-027
  - The Impact of Federal Income Security Programs on Work and Family 2-066
  - Training Information for Policy Guidance 3-006E
  - Use of Biographical Information System in WIN Programs 2-084
  - WIN Laboratories 2-082
- WELFARE REFORM
  - Earnings Declines, Social Insurance, and Poverty 5-065
  - Studies in Welfare Administration 2-079
  - Study to Determine Work Test Costs and Outcomes 1-049
  - Turnover in a Guaranteed Jobs Welfare Reform 2-067
  - WIN Laboratories 2-082
- WEST VIRGINIA
  - Institutional Grants (1978): Virginia Commonwealth University 5-004
  - Occupational Disease Compensation and Prevention 5-173
- Wetbacks—See ALIENS
- WHITE-COLLAR OCCUPATIONS
  - Improving Entry of Minority Women into Professional and Managerial Jobs 2-051
  - Longitudinal Analysis of Occupational Mobility 3-001
  - Psychological Influences on White-Collar Pay 5-300
  - Training Information for Policy Guidance 3-006E
  - White-Collar Work 5-313
- Wholesale Price Index—See PRICES
- WIN—See WORK INCENTIVE (WIN) PROGRAM
- Win Tax Credit Program (WTCP)—See WORK INCENTIVE (WIN) PROGRAM
- WISCONSIN
  - Barriers to Women in Nontradional Skilled Blue-Collar Jobs 3-079
  - Employment of Handicapped in State Civil Service 3-107
  - Institutional Grants (1978): The University of Michigan 5-008
  - Job Sharing and Flexible Time Arrangement 3-101
  - Pre-Retirement Employment Options 3-102
- WISCONSIN, MILWAUKEE
  - Descriptive Assessment of the Work Assistance Program 2-060
- WOMEN—See also MOTHERS; MALE/FEMALE; YOUNG WOMEN
  - Documentation and Analysis of National Program for Selected Population Segments 3-038
  - An Analysis of Female Heads of Families 5-167
  - Attitudes Toward Equal Pay and Affirmative Action for Women 5-030
  - Barriers to Women in Nontradional Skilled Blue-Collar Jobs 3-079
  - Career Striving in Black and White Women 5-274
  - Characteristics of Career and Homemaking Oriented Women 5-297
  - Conference on National Longitudinal Surveys of Mature Women 3-085
  - Determinants and Consequences of Young Women's Attitudes Toward Work 5-257
  - Determinants of Future Growth of Female Labor Force 5-037
  - Dual Careers 3-007D
  - Earnings and Employment of Immigrants to the United States 4-101
  - Earnings Declines, Social Insurance, and Poverty 5-065
  - Earnings, Occupational Choice, and Early Family Formation 5-265
  - Econometric Analysis of Part-Time Labor Market 3-039
  - EEO Programs Effect on Minorities and Women in Federal Agencies 5-114
  - Effect of Changes in Women's Labor Force Participation Rates 5-073
  - Effects of Job Location and Work Schedules on Women's Opportunities 5-268
  - Employment of Married Women With Children 5-149
  - Employment, Income, Marriage, and Divorce of Women 5-271
  - Federal Policy Concerning Women from 1945 to 1966 5-102
  - Female Hiring in the Basic Steel Industry: Progress and Prospects 3-041
  - Feminization of Clerical Work in Boston 5-106
  - Feminization of Clerking: Women in Federal Employment, 1860-1900 5-107
  - Impact of Child Support Enforcement Program 5-119
  - Impact of Unemployment on Blue Collar Working Women 3-075
  - Improving Entry of Minority Women into Professional and Managerial Jobs 2-051
  - International Occupational Differentiation by Sex 5-172
  - Labor Force Mobility of Females 5-027
  - Labor Supply Behavior of Single Women with Children 5-156
  - Longitudinal Analysis of Occupational Mobility 3-001
  - Manpower Research and Formation of Policy 4-011
  - Marital Mobility Constraints on Women's Occupational Mobility 5-166
  - Measurement of Role Model Characteristics 5-288
  - National Longitudinal Surveys of Labor Force Behavior 3-007
  - Needs Assessment Tool for CETA Services to Chicano Women 3-064
  - Occupational Segregation by Sex: An Analysis of Female Workers 5-177
  - Pathways into the World of Work: Experiences of Youth 3-007F
  - Race and Sex Differences in Job Turnover 5-302
  - Relationship Between Employment, Unemployment, and Migration 3-004
  - Research on Operation of Federal Government Labor Market 3-031
  - Role of Husband Support on Wife's Return to School 5-197
  - Rural Female Labor Force Participation 5-203
  - Selection and Career Advancement in an Internal Labor Market 3-113

  Sexual Inequality of Earnings Among Blue-Collar Workers . 5-053
  Study of Successful Reentry of Older Women into the Labor Force 3-017
  The Employment of Dual-Career Couples 5-272
  The Female Haitian Immigrant in the New York City Labor Force 5-103
  The Female Insured Unemployed 5-104
  The Pattern of Women's Labor Supply 5-185
  Training Information for Policy Guidance 3-006E
  Upgrade Training in Canning Industry During Layoff Periods 2-049
  Why Women Work: An Analysis of the Economic and Personal Reasons 3-010
  Wife's Labor Force Participation and Fertility 5-314
  Women and Apprenticeship: Women's Participation in Skilled Trades 2-045
  Women and Part-Week Work 3-098
  Women and the American Occupational Structure 5-315
  Women in Nontraditional Blue-Collar Jobs 3-119
  Women's Work-Relevant Attitudes and Employment Behavior 3-015
  Work Commitment Among Young Women 5-245
  Work, Welfare, and the Increase in Women Living Independently of Men 5-247
  Years for Decision 3-007B
WOMEN'S OCCUPATIONS
  Marital Mobility Constraints on Women's Occupational Mobility 5-166
  The Pattern of Women's Labor Supply 5-185
WORK ATTITUDES—Projects dealing principally with this subject appear in Chapter 3D.) See also JOB SATISFACTION; MOTIVATION
  Documentation and Analysis of National Program for Selected Population Segments 3-038
  Instrumental Determinants of Individual Job Performance, Satisfaction, and Parti 5-136
  Career Thresholds 3-007C
  Characteristics of Career and Homemaking Oriented Women 5-297
  Coop Education in School-to-Work Transition 2-014
  Determinants and Consequences of Young Women's Attitudes Toward Work 5-257
  Development of Work Involvement Through Task Success . 5-262
  Dual Careers 3-007D
  Effectiveness in Work Roles 3-105
  Effects of Economic Change and Overtime on Absenteeism and Health 5-079
  Effects of Social Influence on Perceptions of and Response to Work 5-162
  Effects of Task Goal and Schedule Choice on Productivity . 5-222
  Employee Participation in Job Structuring 3-110
  Employee Responses to Work-Unit Structure 5-093
  From Skilled Craft to Mass Production: U.S. Cigarmakers 5-110
  Impact of Child Support Enforcement Program 5-119
  Job Training, Personality, and Labor Market Conditions 5-279
  Judgment Strategies in Job Analyses 5-255
  Labor Market Behavior of Male Youth 5-148
  Nonpecuniary Characteristics and the Decision to Change Jobs 5-291
  Pathways into the World of Work: Experiences of Youth 3-007F
  Perceived Discrimination, Work Attitudes and the Labor Market 5-295
  Pre-Retirement Years 3-007A
  Primary Group Relations, Occupational Mobility, and Orientation to Work 5-188
  Process and Outcomes in a Quality of Working Life Project 3-106
  Rearranged Work Schedules 3-116, 3-115, 3-116
  Role Ambiguity in Managerial Reporting Chains 5-202
  Task Design, Monetary Outcomes, and Worker Responses 5-226
  The Impact of Federal Income Security Programs on Work and Family 2-066
  The Occupational Socialization of Police 5-178
  Training Information for Policy Guidance 3-006E
  Women in Nontraditional Blue-Collar Jobs 3-119
  Work and Lifestyle Organization 5-244
  Work Attitudes and Labor Market Experience 3-124
  Years for Decision 3-007B
WORK ENVIRONMENT—See also OCCUPATIONAL SAFETY AND HEALTH; QUALITY OF EMPLOYMENT; ORGANIZATIONAL ENVIRONMENT
  Effectiveness in Work Roles 3-105
  Industrial Safety and Collective Bargaining 5-133
  Labor Productivity in Coal Industry 4-003
  Manpower Conflicts Arising from Mass Layoff 3-006D
  Plant Dispersion and Negotiating in the Rubber Tire Industry 5-113
  The Impact of the Work Environment on Life Outside the Job 5-126
  Voluntary Labor Mobility and Absenteeism 5-238
WORK EQUITY PROGRAM (WEP)
  Minnesota Work Equity Program 2-074
  Research on the Minnesota Work Equity Program 2-078
WORK ETHIC—See also MOTIVATION; WORK ATTITUDES
  Work Attitudes and Labor Market Experience 3-124
WORK EXPERIENCE PROGRAMS
  In-School Employment Project for Young Black Teenage Girls 2-007
Work History—See LABOR MARKET BEHAVIOR
WORK INCENTIVE (WIN) PROGRAM
  An Analysis of Unassigned Recipients in the WIN Program 2-056
  Analysis of the AFDC-U Program 2-063
  Feasibility of Special WIN Unit for Women Losing AFDC. 2-071
  Feasibility of Vouchers for Training in WIN 2-064
  Impact of Manpower Programs on Hispanic Americans 3-058
  Impact of the Work Incentive Program on Local Labor Markets 5-127
  Institutional Analysis of WIN 2-069
  Job Search Assistance and Its Impact on Youth Joblessness . 1-019
  Job-Finding Club as a Method for Obtaining Employment 2-072
  Men in WIN 2-073
  Paternal Authority, Work Training, and Income Maintenance Programs 2-075
  Physical Rehabilitation and Employment of AFDC Recipients 2-076
  Studies in Welfare Administration 2-079
  The Impact of Federal Income Security Programs on Work and Family 2-066
  The Intergenerational Transfer of Poverty 2-070
  The Massachusetts Work Experience Project 2-080
  Total Family Support 2-081
  Use of Biographical Information System in WIN Programs 2-084
  WIN Laboratories 2-082
  WIN Quality Training Demonstration Project 2-057
  WIN/Welfare Tax Credits 2-058
WORK INCENTIVES—See also WORK ATTITUDES; MOTIVATION
  Developing and Testing ES Employee Productivity Incentives 1-035
  Effectiveness in Work Roles 3-105
  Employment Quality and Self-Investment in Work 5-301
  Exploring Productivity Incentives in the ES 1-048
  Food Stamp Workfare 2-065
  Improving Quality of Work Life of Municipal Workers 3-112
  Occupation Hazard, Compensating Differentials, Workers' Compensation 5-293
  The Unemployed and the Food Stamp Program 5-310
  Unemployment Insurance in Transition 5-311
Work Motivation—See WORK INCENTIVES
Work Orientation—See WORK ATTITUDES
Work Patterns—See EMPLOYMENT PATTERNS
WORK ROLES—See also WORK ATTITUDES
  Conference on National Longitudinal Surveys of Mature Women 3-085
  Dual Careers 3-007D
  Effectiveness in Work Roles 3-105
WORK SAMPLING—See also TESTING
  A Study of Swapping 5-246
  Experimental Job Trials 2-085
  Validation of Work Sample Battery 2-086
WORK SCHEDULES
  Blue-Collar 4-Day Workweek 5-033
  Clearinghouse on Productivity and Quality of Working Life 3-100
  Dual Careers 3-007D
  Effects of Job Location and Work Schedules on Women's Opportunities 5-268
  Effects of Task Goal and Schedule Choice on Productivity . 5-222

- Job Sharing and Flexible Time Arrangement 3-101
- Labor Supply Behavior of Single Women with Children 5-156
- Pre-Retirement Employment Options 3-102
- Rearranged Schedules for the Handicapped 3-117
- Rearranged Work Schedules 3-115, 3-116
- Reference Source on Worksharing 3-118
- Study of Shared Work Project 2-103
- Survey-National Worktime Preferences 3-122
- Wage Inflation and Regional Migration 5-060
- Women and Part-Week Work 3-098
- Worker Responses to Variable Work Schedules 3-123

- WORK TEST
  - Study to Determine Work Test Costs and Outcomes 1-049
- Work Values—See WORK ATTITUDES
- WORK-EXPERIENCE PROGRAMS—See also JOB CORPS; WORK INCENTIVE (WIN) PROGRAM; PUBLIC EMPLOYMENT PROGRAMS; CETA PROGRAMS; CATEGORICAL EMPLOYMENT AND TRAINING PROGRAMS
  - In-School Employment Project for Young Black Teenage Girls 2-007
  - Manpower Research and Formation of Policy 4-011
  - Studies of Job Corps Allowances System and Home Leave Policy 2-012
  - The Massachusetts Work Experience Project 2-080
- WORK-STUDY PROGRAMS
  - Coop Education in School-to-Work Transition 2-014
  - Youth Labor Market 3-006C
- Worker Assessment and Orientation—Projects dealing principally with this subject appear in Chapter 2G.) See ASSESSMENT OF APPLICANTS AND TRAINEES
- Worker Attitudes—Projects dealing principally with this subject appear in Chapter 3D.) See WORK ATTITUDES
- WORKER DEVELOPMENT
  - Rural Employment Outreach Project 2-038
  - Social Workers in Manpower Programs 5-215
- WORKER PARTICIPATION IN MANAGEMENT
  - Change in Work Processes and the Quality of Employment 5-036
  - Clearinghouse on Productivity and Quality of Working Life 3-100
  - Creating and Sustaining Employment Through Worker Ownership 5-046
  - Employee Participation in Job Structuring 3-110
  - Implementation of Job Design 5-129
  - Improving Quality of Work Life of Municipal Workers 3-112
  - Three Quality of Working Life Projects 3-104
  - Worker Ownership and Control of Companies and Organizational Effectiveness 5-198
  - Workers' Participation in an American Corporation 5-051
- Worker Productivity—See PRODUCTIVITY
- WORKER TRAITS—See also JOB DESCRIPTION; JOB APPLICANTS
  - Dual Worker Married Couples 5-263
  - Task Design 5-309
- WORKER UTILIZATION—See also EMPLOYER PRACTICES AND POLICIES
  - An Economic Evaluation of Vocational Rehabilitation in Louisiana 5-068
  - Ghetto Economic Corporations 5-220
  - Implementation of Job Design 5-129
  - Layoffs and Other Turnover Flows 5-158
  - Male-Female Wage Differentials and Differential Overqualification 5-287
  - Manpower in Local Government 3-006B
  - Multiproject Demonstration of Manpower Development 1-005
  - Permanent Part-Time Employment: Exploratory Analysis 3-114
- WORKER/JOB MATCHING—See also JOB MATCHING
  - Clearinghouse on Productivity and Quality of Working Life 3-100
- Worker/machine Systems—See COMPUTER SYSTEMS
- WORKERS' COMPENSATION
  - A Study of Wisconsin's Workmen's Compensation 5-221
  - Booklet to Aid Leaders of Communities Facing Major Layoffs 1-023
  - Occupation Hazard, Compensating Differentials, Workers' Compensation 5-293
  - Predicting Earnings 5-187
- WORKERS' COMPENSATION LAWS
  - Legislative and Administrative Changes on Workers' Compensation 5-278
- WORKING CONDITIONS
  - An Evaluation of the Trade Adjustment Program 5-077
  - Clearinghouse on Productivity and Quality of Working Life 3-100
  - Effectiveness in Work Roles 3-105
  - Labor Market Status of Mexican Americans 3-054
  - Occupation Hazard, Compensating Differentials, Workers' Compensation 5-293
  - Social Impact of Industrial Structure on Working Conditions 5-211
  - Training Information for Policy Guidance 3-006E
- Working Poor—See POVERTY
- Workshops—See CONFERENCES
- Workweek—See WORK SCHEDULES
- WTCP—See WORK INCENTIVE (WIN) PROGRAM
- WYOMING
  - Institutional Grants (1978): Utah State University 5-013

X

- X-ray Technicians—See HEALTH OCCUPATIONS

Y

- Young Adults—See YOUTH
- YOUNG MEN—See also YOUTH
  - A Study of Wage Dynamics Based on the National Longitudinal Surveys 3-016
  - Career Thresholds 3-007C
  - Conference on the National Longitudinal Surveys of Youth 3-086
  - Effectual Study of Early Work Experience of Young Men 3-009
  - Employment and Earnings Analysis of Differences in Men and Women 3-014
  - Job Shopping Among Young Men 3-018
  - Longitudinal Analysis of Occupational Mobility 3-001
  - Pathways into the World of Work: Experiences of Youth 3-007F
  - Racial Discrimination and Occupational Choice of Young Men 3-011
  - School-to-Work Transition of Youth 3-084
  - Years for Decision 3-007B
- YOUNG WOMEN—See also YOUTH
  - A Study of Women's Labor Force Participation and Fertility 3-021
  - Career Thresholds 3-007C
  - Conference on the National Longitudinal Surveys of Youth 3-086
  - Determinants and Consequences of Young Women's Attitudes Toward Work 5-257
  - Dual Careers 3-007D
  - Employment and Earnings Analysis of Differences in Men and Women 3-014
  - In-School Employment Project for Young Black Teenage Girls 2-007
  - Longitudinal Analysis of Occupational Mobility 3-001
  - Pathways into the World of Work: Experiences of Youth 3-007F
  - School-to-Work Transition of Youth 3-084
  - School, Family, and Work Experience of Young Women 5-204
  - The Occupational Success of Young Women 5-179
  - Years for Decision 3-007B
- YOUTH—See also YOUNG WOMEN; YOUNG MEN; TEENAGERS; YOUTH PROGRAMS; JOB CORPS
  - Documentation and Analysis of National Program for Selected Population Segments 3-038
  - Alternative Youth Employment Strategies Program 2-087
  - Coop Education in School-to-Work Transition 2-014
  - Demonstration of Alternative Youth Approaches 2-006
  - Determinants of Hispanic Youth Job Success 3-061
  - Effect of Minimum Wage Legislation on Wages of Young Workers 5-075
  - Effects of Negative Income Tax on Educational Attainment 5-062
  - Employer Attitudes and Practices Toward Youth 3-111
  - Evolution of Hispanic Youth Career Aims 3-048
  - Hispanic Youth Job Information Model 1-024
  - Labor Market Information and Job Skills 1-020
  - Manpower Research and Formation of Policy 4-011
  - Minimum Wage Impact on School Enrollment and Labor Force Status 5-277
  - Personality/Situation Effects on Job Search and Job Choice 5-100
  - Public Service Roles for Youth 2-026
  - Referral and Support System for Dropouts 2-005

Research and Assessment on LMI and Job Search Skills Demonstration 1-018
Studies of Job Corps Allowances System and Home Leave Policy 2-012
Supported Employment Demonstration Project 2-028
The Changing Job Market for Young Persons 3-033
The Structure and Determinants of Youth Unemployment ... 3-020
The Structure of Youth Labor Markets 5-219
The Youth Labor Market 3-099
Training Information for Policy Guidance 3-006E
Vocational Education: How Much? For Whom? 2-016
Work on Science and Engineering Newsletter for Blacks, Grades 4-8 1-013
Youth in Work Transition: DOL Experience 2-001
Youth Labor Market 3-006C
Youth Labor Market Experience Study 2-017
Youth Transition to Work: Synthesis, Analysis, and Strategy 1-059

YOUTH EMPLOYMENT AND DEMONSTRATION ACT (YEDPA)
Manpower Research and Formation of Policy 4-011

YOUTH PROGRAMS
Demonstration Research on the VEP-III Program for Youth 2-008
Effect of Minimum Wage Legislation on Wages of Young Workers 5-075
Effectiveness of CCC Camps 5-038
Evaluation of Demonstration Project on Youth Career Development 2-009
In-School Employment Project for Young Black Teenage Girls 2-007
Job Search Assistance and Its Impact on Youth Joblessness . 1-019
Youth in Work Transition: DOL Experience 2-001

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